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REPORT

ON

NURSING FACULTY SALARIES

IN

COLLEGES AND UNIVERSITIES

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NURSING FACULTY SALARIES

This is the eighth annual report on nursing faculty salaries published by the Institutional Data System (IDS) of the American Association of Colleges of Nursing. The average salaries reported here represent full-time nursing faculty employed in baccalaureate and graduate programs in AACN member schools. Of the 383 schools surveyed in fall 1985, 369 schools or 96 percent returned a completed questionnaire. Every response was not usable in its entirety; the calculation of salaries represents a total of 8,267 faculty members in 357 schools.

Overview

The first section of the report presents a brief summary of key facts resulting from the survey. Section 2 outlines the methods used in the survey as well as explanations of the terminology used in the questionnaires. A discussion of the survey results appears in Section 3. The tables presenting salary data calculated for both academic and calendar years follow the discussion.

The 1985-86 IDS Survey series consists of four reports: Faculty Salaries, Deans' Salaries, Administrative Faculty Salaries, and Enrollment and Graduations. Each of the four reports can be used independently of the others. Information regarding the series as a whole is presented in Appendix I, Background to the IDS Survey. The remaining appendices provide sample questionnaires (II), a list of participating schools (III), and a map of the membership regions (IV).

IDS provides each member school with a computer printout showing its ranking with peer group schools on selected variables as an additional service. Begun in 1980, this standard printout includes a count of baccalaureate and master's graduates for the preceding year with percentage increase or decrease, full-time faculty and percentage with doctorates, assistant professor salaries, and percentage salary gain for all faculty in the school. Schools may also request customized printouts of data they choose to examine in greater detail. At all times, however, the confidentiality of member schools is guaranteed.

Section 1. Facts In Brief

A summary of the characteristics of the survey participants is presented in order to provide background for the salary data. An abbreviated version of the data table for mean faculty salaries in all schools is also presented.

Total Member Schools in Fall 1985
(N = 383)

Survey Returns	N	% of Total
Returned questionnaires	369	96.3%
Usable questionnaires	357	93.2%

Total Number of Faculty in Usable Returns
(N = 8,267)

Faculty	N	% of Total
Doctorally-prepared faculty	2,375	28.7%
Nondoctorally-prepared faculty	5,892	71.3%

Number of Usable Returns from Schools by Region

	1985-86		1984-85	
Region	N	% of Total	N	% of Total
South	124	34.7%	112	33.0%
Midwestern	103	28.9%	100	29.5%
North Atlantic	92	25.8%	90	26.6%
Western	38	10.6%	37	10.9%
Total	357	100.0%	339	100.0%

Number of Usable Returns from Schools
by Source of Support

Source of Support	1985-86 N	1985-86 % of Total	1984-85 N	1984-85 % of Total
Public	198	55.5%	188	55.5%
Private/secular	61	17.1%	56	16.5%
Private/religious	98	27.4%	95	28.0%
Total	357	100.0%	339	100.0%

Number of Usable Returns from Schools
by Parent Institution

Parent Institution	1985-86 N	1985-86 % of Total	1984-85 N	1984-85 % of Total
University	239	66.9%	235	69.3%
Four-year college	113	31.7%	92	27.1%
Other	5	1.4%	12	3.6%
Total	357	100.0%	339	100.0%

Number of Usable Returns from Schools
by Type of Program

Type of Program	1985-86 N	1985-86 % of Total	1984-85 N	1984-85 % of Total
Baccalaureate programs	348	97.5%	328	96.8%
Master's programs	168	47.1%	146	43.1%
Doctoral programs	36	10.1%	29	8.6%
Baccalaureate only	185	51.8%	178	52.5%
Graduate only	6	1.7%	4	1.1%
Baccalaureate and graduate	172	48.2%	161	47.5%
Academic health center affiliation	75	21.0%	72	21.2%

Mean Salary of Usable Returns from All Schools
by Rank and Doctoral Preparation

With Doctorate	Professor	AssocProf	AssistProf	Instructor	Total
Academic Yr.	$ 40,579	$ 32,981	$ 28,501	$ 24,332	
Calendar Yr.	$ 49,597	$ 40,310	$ 34,835	$ 29,739	
Number	496	1,080	778	21	2,375 (29.0%)

Without Doctorate	Professor	AssocProf	AssistProf	Instructor	Total
Academic Yr.	$ 37,295	$ 29,044	$ 24,346	$ 21,484	
Calendar Yr.	$ 45,583	$ 35,499	$ 29,757	$ 26,258	
Number	94	874	3,191	1,733	5,892 (71.0%)
Total Faculty	590 (7.1%)	1,954 (23.7%)	3,969 (48.0%)	1,754 (21.2%)	8,267 (100.0%)

Section 2. Methods

The survey consists of four components: faculty salaries, deans' salaries, administrative faculty salaries, and institutional data. The institutional data not only provide information on enrollment and graduations, but also provides the information for classifying schools into categories of region, type and size of programs, type of institution, and source of financial support. These are the categories that structure the tables presented in Section 4.

Survey Techniques

The first mailing of survey forms went out to member schools in mid-August 1985. By the end of September, approximately 45 percent of the returns were in and reminder letters were sent to over 200 schools. Follow-up phone calls were made throughout October and November until data collection was terminated on November 26.

The editing and coding of the survey questionnaires overlapped data collection. Additional phone calls were made to respondent schools to verify survey items and to correct omissions in the returned questionnaires. Of the 369 respondents, 12 schools had to be eliminated from the final salary calculations for various reasons. Several schools had only one faculty member so that a mean salary and percentiles could not be calculated. Other schools employed faculty members for only a single course and therefore, the entire faculty was classified as part-time. A number of schools were prohibited from submitting salary data by the regulations of the institution.

Following initial analysis of the data which identified salary and enrollment changes from the previous year, a third series of phone calls was made to verify major changes. Analysis was concluded by mid-January and the first report in the 1985-86 series, on faculty salaries, was completed.

Data Processing

As part of processing the data, all salary figures were converted to either an academic or calendar year basis. The preparation of tables involved the conversion of salary from each individual, whether on an academic or calendar year basis, to an equivalent amount on the other basis. Therefore, each set of tables represents the entire sample of respondents. To do this, salary data based on the calendar year were multiplied by nine-elevenths (9/11) converting them to academic year data, and salary data based on an academic year were multiplied by eleven-ninths (11/9) converting them to calendar year data.

Terminology

As can be seen in Appendix II, all four survey forms provide instructions for their completion. In general, the more common terms are defined by common usage in the academic community. To ensure uniformity however, some terms were defined specifically:

- school represents the nursing unit in higher education institutions that offer baccalaureate, master's, or doctoral programs in nursing;
- dean refers to the chief administrative officer of the nursing unit, whether the local title is dean, director, chairman, head, or another term;
- academic health center is any institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program, specifically nursing;
- nursing faculty refers to those nurses teaching in a baccalaureate or graduate nursing program; it does not include non-nurses who are on the faculty;
- salary basis is determined by the number of months for receiving salary; the academic year is 9 or 10 months and the calendar year is 11 or 12 months.

Section 3. Results and Discussion

A comparison of mean salaries for all schools participating in the current survey is presented in Summary Tables 1 and 2. Four nursing faculty positions and faculty with doctoral preparation are classified. Faculty categorized as "other" on the questionnaire include lecturers, assistant instructors, and research assistants. This group accounted for 4.6 percent of the total and because of the small number involved (N = 394), was excluded from the final analysis.

Summary Table 2 compares the mean salaries of identical schools that participated in the last two surveys. These 321 matched schools may provide a more stable measure of change. However, because of the very high response rate in both years, the differences between the two sets of data are not great.

It should be noted that for the seventh year faculty with doctoral preparation increased. Of the total faculty in the survey, 2,375 or 28.7 percent had earned doctorates. This is an increase of 2.8 percent over the previous year. Changes in the number of doctorally prepared faculty since the first survey are presented in Summary Table 3.

Although it is difficult to establish comparability of data from different sources, the following statistics from the American Association of University Professors (Annual Report of Faculty Compensation, 1980-81--1984-85) provides a measure of faculty salary increases in higher education for 1984-85:

Professor	6.7%	Assistant Professor	7.8%
Associate Professor	7.2%	Instructor	7.9%

Summary Table 1
All Schools Comparison

Rank	Academic Year 85-86 (357)	Academic Year 84-85 (339)	Calendar Year 85-86 (357)	Calendar Year 84-85 (339)	Percentage Change for '85-'86	Percentage Change for '84-'85
Professor						
Doctoral	$40,579	$37,972	$49,597	$46,410	6.9%	6.9%
Nondoctoral	$37,295	$33,413	$45,583	$40,838	11.6%	6.5%
AssocProf						
Doctoral	$32,981	$31,160	$40,310	$38,084	5.8%	4.6%
Nondoctoral	$29,044	$27,623	$35,499	$33,761	5.1%	5.1%
AssistProf						
Doctoral	$28,501	$27,042	$34,835	$33,051	5.4%	7.0%
Nondoctoral	$24,346	$23,298	$29,757	$28,475	4.5%	5.8%
Instructor						
Doctoral	$24,332	$24,435	$29,739	$29,865	-0.4%	10.0%
Nondoctoral	$21,484	$20,406	$26,258	$24,941	5.3%	6.4%

Summary Table 2
Matched Schools Comparison

Rank	Academic Year 85-86 (321)	Academic Year 84-85 (321)	Calendar Year 85-86 (321)	Calendar Year 84-85 (321)	Percentage Change for '85-'86
Professor					
Doctoral	$40,631	$37,756	$49,660	$46,146	7.6%
Nondoctoral	$37,295	$33,418	$45,582	$40,844	11.6%
AssocProf					
Doctoral	$33,076	$31,176	$40,426	$38,104	6.1%
Nondoctoral	$29,269	$27,654	$35,773	$33,799	5.8%
AssistProf					
Doctoral	$28,569	$27,050	$34,918	$33,061	5.6%
Nondoctoral	$24,479	$23,293	$29,919	$28,469	5.1%
Instructor					
Doctoral	$24,332	$24,180	$29,739	$29,553	0.6%
Nondoctoral	$21,518	$20,351	$26,300	$24,873	5.7%

Summary Table 3
Doctorally Prepared Faculty
1978-79 through 1985-86

Year	Participating Schools	Total Faculty	Doctorally Prepared Faculty N	Doctorally Prepared Faculty % of Total
1978-79	189	6,297	944	15.0%
1979-80	206	7,062	1,136	16.1%
1980-81	230	7,499	1,320	17.6%
1981-82	256	7,547	1,464	19.4%
1982-83	287	7,516	1,659	22.1%
1983-84	312	7,732	1,863	24.1%
1984-85	339	8,043	2,082	25.9%
1985-86	357	8,267	2,375	28.7%

Section 4. Tables of Nursing Faculty Salaries

Data are presented on both academic year and calendar year bases. These two sections of the report each contain a set of fifteen tables labeled A (academic year) and B (calendar year). Major determinants of salary include academic rank and degree level, and all tables display statistics for these groups separately. The major institutional classifications are: public, private/secular, and private/religious. These classifications are also displayed on all tables.

The first table presents data for all schools as well as for the institutional classifications. The tables that follow the initial one present data by geographic region and type of parent institution. The final grouping of tables presents schools of similar program type and size.

The pattern used for presenting salary data for each rank and degree level is consistent throughout the report. The 25th, 50th, or 75th percentile is that salary below which 25 percent, 50 percent, or 75 percent of the salaries fall. By this definition, the 50th percentile is the median salary. Percentile statistics have been rounded to the nearest hundred. The mean salary is also identified for each cell.

TABLE A1

ALL SCHOOLS — ALL REGIONS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
357 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,900 NUMBER 496 50th 39,900 75th 44,700 MEAN 40,579	25th 30,000 NUMBER 1080 50th 32,700 75th 35,700 MEAN 32,981	25th 26,200 NUMBER 778 50th 28,200 75th 30,500 MEAN 28,501	25th 21,600 NUMBER 21 50th 23,900 75th 27,400 MEAN 24,332
	FACULTY WITHOUT DOCTORATE	25th 32,200 NUMBER 94 50th 37,900 75th 44,400 MEAN 37,295	25th 26,100 NUMBER 874 50th 28,800 75th 31,700 MEAN 29,044	25th 22,000 NUMBER 3191 50th 24,100 75th 26,400 MEAN 24,346	25th 19,600 NUMBER 1733 50th 21,000 75th 23,000 MEAN 21,484
198 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 36,700 NUMBER 378 50th 40,100 75th 44,400 MEAN 40,867	25th 30,200 NUMBER 747 50th 32,700 75th 35,700 MEAN 33,173	25th 26,500 NUMBER 564 50th 28,400 75th 30,800 MEAN 28,750	25th 22,100 NUMBER 12 50th 23,000 75th 25,200 MEAN 23,639
	FACULTY WITHOUT DOCTORATE	25th 34,000 NUMBER 71 50th 38,700 75th 44,400 MEAN 38,655	25th 26,800 NUMBER 541 50th 29,500 75th 32,400 MEAN 29,969	25th 22,900 NUMBER 1978 50th 24,700 75th 26,700 MEAN 24,969	25th 20,000 NUMBER 1029 50th 21,000 75th 22,900 MEAN 21,475
61 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,900 NUMBER 65 50th 43,800 75th 49,800 MEAN 43,657	25th 30,300 NUMBER 185 50th 33,500 75th 36,700 MEAN 33,680	25th 26,200 NUMBER 137 50th 28,200 75th 30,000 MEAN 28,428	25th 22,400 NUMBER 5 50th 27,100 75th 29,600 MEAN 26,254
	FACULTY WITHOUT DOCTORATE	25th 37,000 NUMBER 8 50th 40,300 75th 47,000 MEAN 40,064	25th 25,700 NUMBER 122 50th 29,400 75th 32,900 MEAN 29,577	25th 21,300 NUMBER 529 50th 23,900 75th 27,100 MEAN 24,258	25th 20,200 NUMBER 371 50th 22,500 75th 25,100 MEAN 23,016
98 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,800 NUMBER 53 50th 33,700 75th 40,500 MEAN 34,754	25th 26,900 NUMBER 148 50th 32,000 75th 34,800 MEAN 31,135	25th 24,800 NUMBER 77 50th 26,500 75th 29,600 MEAN 26,812	25th NUMBER 4 50th 75th MEAN 24,007
	FACULTY WITHOUT DOCTORATE	25th 23,400 NUMBER 15 50th 29,800 75th 33,800 MEAN 29,381	25th 22,700 NUMBER 211 50th 26,600 75th 29,600 MEAN 26,366	25th 20,200 NUMBER 684 50th 22,400 75th 24,700 MEAN 22,614	25th 18,000 NUMBER 333 50th 19,800 75th 21,500 MEAN 19,802

TABLE A2

SCHOOLS IN THE NORTH ATLANTIC STATES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
92 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,000 NUMBER 95 50th 42,700 75th 47,000 MEAN 42,961	25th 29,900 NUMBER 265 50th 33,000 75th 36,200 MEAN 33,124	25th 25,800 NUMBER 222 50th 28,100 75th 30,000 MEAN 28,123	25th 20,400 NUMBER 6 50th 24,000 75th 27,600 MEAN 23,987
	FACULTY WITHOUT DOCTORATE	25th 30,900 NUMBER 12 50th 36,900 75th 44,500 MEAN 37,085	25th 26,800 NUMBER 171 50th 29,800 75th 33,300 MEAN 30,039	25th 21,800 NUMBER 760 50th 24,200 75th 26,800 MEAN 24,474	25th 19,200 NUMBER 448 50th 20,600 75th 22,700 MEAN 21,030
31 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 39,300 NUMBER 39 50th 43,500 75th 48,300 MEAN 44,200	25th 30,300 NUMBER 82 50th 33,100 75th 37,400 MEAN 33,744	25th 26,500 NUMBER 87 50th 28,800 75th 30,500 MEAN 28,963	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 28,300 NUMBER 55 50th 31,100 75th 34,700 MEAN 31,315	25th 23,200 NUMBER 261 50th 25,300 75th 27,600 MEAN 25,720	25th 19,200 NUMBER 143 50th 20,800 75th 23,700 MEAN 21,840
37 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,700 NUMBER 47 50th 43,100 75th 50,600 MEAN 43,037	25th 30,000 NUMBER 138 50th 33,000 75th 36,000 MEAN 33,055	25th 25,600 NUMBER 98 50th 28,000 75th 29,800 MEAN 27,946	25th NUMBER 3 50th 75th MEAN 25,100
	FACULTY WITHOUT DOCTORATE	25th 37,500 NUMBER 6 50th 43,500 75th 48,000 MEAN 43,085	25th 26,800 NUMBER 77 50th 30,000 75th 33,100 MEAN 29,983	25th 21,700 NUMBER 326 50th 24,000 75th 27,100 MEAN 24,339	25th 19,500 NUMBER 182 50th 20,500 75th 22,500 MEAN 20,954
24 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,200 NUMBER 9 50th 35,500 75th 43,600 MEAN 37,200	25th 27,900 NUMBER 45 50th 33,400 75th 35,000 MEAN 32,206	25th 24,900 NUMBER 37 50th 26,000 75th 29,100 MEAN 26,615	25th NUMBER 3 50th 75th MEAN 22,874
	FACULTY WITHOUT DOCTORATE	25th 26,800 NUMBER 6 50th 30,900 75th 34,700 MEAN 31,086	25th 24,700 NUMBER 39 50th 27,800 75th 31,700 MEAN 28,350	25th 20,100 NUMBER 173 50th 22,500 75th 25,000 MEAN 22,849	25th 18,200 NUMBER 123 50th 20,800 75th 22,300 MEAN 20,199

TABLE A3

SCHOOLS IN THE MIDWESTERN STATES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
103 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,600 NUMBER 118 50th 39,900 75th 44,400 MEAN 40,892	25th 30,500 NUMBER 271 50th 33,000 75th 36,200 MEAN 33,461	25th 27,000 NUMBER 209 50th 28,300 75th 30,900 MEAN 28,855	25th 22,500 NUMBER 9 50th 24,600 75th 26,400 MEAN 24,912
	FACULTY WITHOUT DOCTORATE	25th 26,300 NUMBER 25 50th 32,300 75th 37,700 MEAN 32,197	25th 25,400 NUMBER 276 50th 27,800 75th 30,100 MEAN 27,742	25th 21,900 NUMBER 886 50th 24,000 75th 26,100 MEAN 24,049	25th 19,700 NUMBER 641 50th 21,100 75th 23,500 MEAN 21,848
46 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 37,700 NUMBER 93 50th 40,600 75th 44,800 MEAN 41,652	25th 30,500 NUMBER 203 50th 32,800 75th 35,900 MEAN 33,418	25th 27,000 NUMBER 168 50th 28,300 75th 30,900 MEAN 28,814	25th 22,200 NUMBER 6 50th 23,300 75th 24,800 MEAN 23,472
	FACULTY WITHOUT DOCTORATE	25th 28,200 NUMBER 19 50th 34,400 75th 38,600 MEAN 33,962	25th 26,400 NUMBER 156 50th 28,800 75th 31,900 MEAN 29,249	25th 22,500 NUMBER 462 50th 24,400 75th 26,600 MEAN 24,637	25th 19,700 NUMBER 319 50th 20,800 75th 22,400 MEAN 21,013
13 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 43,700 NUMBER 6 50th 48,100 75th 65,500 MEAN 51,998	25th 33,600 NUMBER 23 50th 36,800 75th 43,400 MEAN 38,175	25th 28,000 NUMBER 23 50th 29,800 75th 32,300 MEAN 30,645	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 22,300 NUMBER 17 50th 25,800 75th 28,800 MEAN 25,966	25th 23,100 NUMBER 109 50th 25,600 75th 28,000 MEAN 25,931	25th 22,800 NUMBER 171 50th 24,900 75th 27,100 MEAN 25,248
44 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,500 NUMBER 19 50th 32,300 75th 37,900 MEAN 33,664	25th 26,800 NUMBER 45 50th 31,900 75th 34,500 MEAN 31,247	25th 24,300 NUMBER 18 50th 27,100 75th 29,700 MEAN 26,951	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 21,300 NUMBER 6 50th 24,200 75th 32,100 MEAN 26,606	25th 22,300 NUMBER 103 50th 26,500 75th 28,700 MEAN 25,753	25th 20,500 NUMBER 315 50th 22,700 75th 24,500 MEAN 22,536	25th 18,500 NUMBER 151 50th 19,900 75th 21,000 MEAN 19,760

TABLE A4

SCHOOLS IN THE SOUTHERN STATES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
124 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,600 NUMBER 178 50th 38,500 75th 43,400 MEAN 38,969	25th 29,400 NUMBER 381 50th 32,600 75th 36,000 MEAN 32,857	25th 25,900 NUMBER 218 50th 28,400 75th 30,800 MEAN 28,468	25th 21,000 NUMBER 5 50th 22,400 75th 25,300 MEAN 23,010
	FACULTY WITHOUT DOCTORATE	25th 31,900 NUMBER 18 50th 35,200 75th 38,200 MEAN 35,469	25th 26,300 NUMBER 304 50th 29,000 75th 31,800 MEAN 29,395	25th 22,200 NUMBER 1224 50th 24,200 75th 26,300 MEAN 24,425	25th 19,700 NUMBER 478 50th 21,000 75th 22,600 MEAN 21,187
94 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 35,300 NUMBER 151 50th 38,600 75th 43,200 MEAN 39,385	25th 29,600 NUMBER 327 50th 32,700 75th 36,100 MEAN 33,128	25th 26,000 NUMBER 194 50th 28,600 75th 31,000 MEAN 28,662	25th 21,000 NUMBER 5 50th 22,400 75th 25,300 MEAN 23,010
	FACULTY WITHOUT DOCTORATE	25th 31,800 NUMBER 17 50th 34,300 75th 37,800 MEAN 35,262	25th 26,500 NUMBER 248 50th 29,500 75th 31,800 MEAN 29,705	25th 22,900 NUMBER 1010 50th 24,600 75th 26,500 MEAN 24,872	25th 20,000 NUMBER 424 50th 21,100 75th 22,800 MEAN 21,394
9 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 38,200 NUMBER 12 50th 44,300 75th 47,600 MEAN 41,914	25th 29,100 NUMBER 24 50th 33,400 75th 36,900 MEAN 32,968	25th 25,700 NUMBER 12 50th 27,600 75th 30,200 MEAN 27,861	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 26,000 NUMBER 27 50th 29,500 75th 34,000 MEAN 31,011	25th 18,000 NUMBER 82 50th 21,800 75th 23,800 MEAN 21,966	25th 20,200 NUMBER 16 50th 22,900 75th 24,200 MEAN 22,873
21 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,000 NUMBER 15 50th 30,100 75th 37,000 MEAN 32,430	25th 26,100 NUMBER 30 50th 30,200 75th 33,300 MEAN 29,816	25th 22,500 NUMBER 12 50th 26,200 75th 30,000 MEAN 25,933	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 21,700 NUMBER 29 50th 25,800 75th 28,000 MEAN 25,240	25th 20,100 NUMBER 132 50th 22,100 75th 24,900 MEAN 22,540	25th 16,800 NUMBER 38 50th 17,900 75th 18,600 MEAN 18,167

TABLE A5

SCHOOLS IN THE WESTERN STATES—ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
38 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,000 NUMBER 105 50th 41,000 75th 43,400 MEAN 40,803	25th 30,000 NUMBER 163 50th 32,300 75th 34,600 MEAN 32,237	25th 27,100 NUMBER 129 50th 28,400 75th 30,200 MEAN 28,637	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 39,000 NUMBER 39 50th 44,400 75th 44,400 MEAN 41,470	25th 26,800 NUMBER 123 50th 29,500 75th 32,000 MEAN 29,716	25th 22,200 NUMBER 321 50th 24,400 75th 26,500 MEAN 24,563	25th 20,300 NUMBER 166 50th 21,700 75th 24,000 MEAN 22,157
27 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 37,100 NUMBER 95 50th 41,000 75th 43,600 MEAN 41,086	25th 30,500 NUMBER 135 50th 32,300 75th 34,600 MEAN 32,566	25th 27,200 NUMBER 115 50th 28,300 75th 30,300 MEAN 28,642	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 41,000 NUMBER 35 50th 44,400 75th 44,400 MEAN 42,851	25th 27,900 NUMBER 82 50th 30,500 75th 33,500 MEAN 31,231	25th 23,100 NUMBER 245 50th 24,800 75th 26,700 MEAN 25,199	25th 20,400 NUMBER 143 50th 21,800 75th 24,000 MEAN 22,382
2 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 4 50th 75th MEAN 29,202	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th NUMBER 1 50th 75th MEAN	25th 19,600 NUMBER 12 50th 22,300 75th 25,700 MEAN 22,484	25th NUMBER 2 50th 75th MEAN
9 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,000 NUMBER 10 50th 42,100 75th 43,500 MEAN 38,112	25th 25,600 NUMBER 28 50th 32,900 75th 33,500 MEAN 30,648	25th 25,900 NUMBER 10 50th 28,400 75th 30,500 MEAN 28,345	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 31,521	25th 22,800 NUMBER 40 50th 25,900 75th 30,800 MEAN 26,827	25th 19,900 NUMBER 64 50th 21,700 75th 25,400 MEAN 22,517	25th 17,600 NUMBER 21 50th 20,200 75th 22,200 MEAN 20,736

TABLE A6

SCHOOLS IN UNIVERSITIES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
239 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,300 NUMBER 468 50th 40,200 75th 44,800 MEAN 40,889	25th 30,500 NUMBER 996 50th 33,000 75th 36,000 MEAN 33,341	25th 26,400 NUMBER 724 50th 28,300 75th 30,600 MEAN 28,685	25th 21,400 NUMBER 20 50th 23,600 75th 27,300 MEAN 24,178
	FACULTY WITHOUT DOCTORATE	25th 33,500 NUMBER 88 50th 38,500 75th 44,400 MEAN 37,967	25th 26,500 NUMBER 709 50th 29,400 75th 32,300 MEAN 29,719	25th 22,800 NUMBER 2418 50th 24,600 75th 26,700 MEAN 24,929	25th 20,000 NUMBER 1399 50th 21,300 75th 23,200 MEAN 21,697
172 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 36,600 NUMBER 368 50th 40,200 75th 44,400 MEAN 40,878	25th 30,400 NUMBER 713 50th 32,700 75th 35,800 MEAN 33,331	25th 26,500 NUMBER 543 50th 28,400 75th 30,800 MEAN 28,754	25th 22,100 NUMBER 12 50th 23,000 75th 25,200 MEAN 23,639
	FACULTY WITHOUT DOCTORATE	25th 34,000 NUMBER 71 50th 38,700 75th 44,400 MEAN 38,655	25th 26,800 NUMBER 503 50th 29,600 75th 32,500 MEAN 30,038	25th 23,000 NUMBER 1794 50th 24,800 75th 26,700 MEAN 25,052	25th 20,000 NUMBER 954 50th 21,000 75th 22,800 MEAN 21,377
31 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 38,400 NUMBER 58 50th 44,100 75th 50,600 MEAN 44,545	25th 30,900 NUMBER 160 50th 33,900 75th 36,800 MEAN 34,217	25th 26,400 NUMBER 120 50th 28,200 75th 30,300 MEAN 28,800	25th 22,400 NUMBER 5 50th 27,100 75th 29,600 MEAN 26,254
	FACULTY WITHOUT DOCTORATE	25th 38,700 NUMBER 6 50th 43,500 75th 48,000 MEAN 43,465	25th 27,100 NUMBER 86 50th 30,300 75th 34,000 MEAN 31,061	25th 22,800 NUMBER 311 50th 24,500 75th 27,400 MEAN 25,219	25th 20,600 NUMBER 295 50th 22,900 75th 25,100 MEAN 23,192
36 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,100 NUMBER 42 50th 34,600 75th 42,100 MEAN 35,936	25th 29,600 NUMBER 123 50th 33,000 75th 35,000 MEAN 32,257	25th 25,600 NUMBER 61 50th 27,800 75th 30,000 MEAN 27,846	25th NUMBER 3 50th 75th MEAN 22,874
	FACULTY WITHOUT DOCTORATE	25th 26,800 NUMBER 11 50th 30,900 75th 33,800 MEAN 30,531	25th 23,400 NUMBER 120 50th 27,800 75th 30,800 MEAN 27,422	25th 21,600 NUMBER 313 50th 24,000 75th 25,600 MEAN 23,936	25th 18,500 NUMBER 150 50th 20,900 75th 22,700 MEAN 20,795

TABLE A7

SCHOOLS IN FOUR-YEAR COLLEGES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
113 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,100 NUMBER 24 50th 33,700 75th 39,900 MEAN 34,675	25th 25,000 NUMBER 68 50th 27,400 75th 32,300 MEAN 28,370	25th 23,000 NUMBER 47 50th 25,200 75th 30,000 MEAN 25,951	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 21,300 NUMBER 6 50th 23,200 75th 37,300 MEAN 27,432	25th 22,800 NUMBER 158 50th 25,800 75th 29,000 MEAN 26,067	25th 19,800 NUMBER 697 50th 22,000 75th 24,500 MEAN 22,323	25th 18,000 NUMBER 302 50th 19,800 75th 22,000 MEAN 20,527
23 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 36,700 NUMBER 7 50th 39,600 75th 50,100 MEAN 42,721	25th 28,500 NUMBER 21 50th 31,000 75th 35,200 MEAN 30,958	25th 25,900 NUMBER 17 50th 30,400 75th 32,700 MEAN 29,368	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 27,900 NUMBER 32 50th 29,100 75th 30,900 MEAN 29,247	25th 22,100 NUMBER 125 50th 24,600 75th 27,200 MEAN 24,755	25th 19,000 NUMBER 56 50th 22,900 75th 26,900 MEAN 23,511
29 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 25,800 NUMBER 6 50th 31,500 75th 43,100 MEAN 33,414	25th 24,300 NUMBER 22 50th 29,100 75th 33,000 MEAN 29,032	25th 22,500 NUMBER 14 50th 24,900 75th 28,800 MEAN 25,326	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 22,900 NUMBER 36 50th 25,000 75th 29,600 MEAN 26,034	25th 19,500 NUMBER 204 50th 22,100 75th 25,100 MEAN 22,370	25th 18,700 NUMBER 74 50th 20,500 75th 24,500 MEAN 22,103
61 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,500 NUMBER 11 50th 29,900 75th 33,800 MEAN 30,244	25th 24,000 NUMBER 25 50th 25,500 75th 26,600 MEAN 25,614	25th 20,000 NUMBER 16 50th 23,300 75th 25,200 MEAN 22,868	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 26,218	25th 21,800 NUMBER 90 50th 25,000 75th 27,800 MEAN 24,951	25th 19,400 NUMBER 368 50th 21,400 75th 23,300 MEAN 21,472	25th 17,500 NUMBER 172 50th 18,900 75th 20,200 MEAN 18,877

TABLE A8

SCHOOLS ON THE SAME CAMPUS WITH AN ACADEMIC HEALTH CENTER — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
75 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,100 NUMBER 265 50th 40,300 75th 44,900 MEAN 41,305	25th 30,700 NUMBER 520 50th 33,200 75th 36,700 MEAN 33,852	25th 27,000 NUMBER 415 50th 28,600 75th 31,000 MEAN 29,041	25th 21,100 NUMBER 14 50th 24,200 75th 27,200 MEAN 24,255
	FACULTY WITHOUT DOCTORATE	25th 34,300 NUMBER 31 50th 37,000 75th 43,000 MEAN 38,388	25th 26,600 NUMBER 326 50th 29,200 75th 32,300 MEAN 29,795	25th 22,900 NUMBER 921 50th 24,600 75th 26,900 MEAN 25,061	25th 20,000 NUMBER 727 50th 21,400 75th 23,500 MEAN 21,993
55 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 37,200 NUMBER 225 50th 40,300 75th 44,000 MEAN 41,095	25th 30,800 NUMBER 400 50th 33,200 75th 36,400 MEAN 33,824	25th 27,200 NUMBER 311 50th 28,700 75th 31,000 MEAN 29,127	25th 22,200 NUMBER 7 50th 23,900 75th 25,400 MEAN 23,982
	FACULTY WITHOUT DOCTORATE	25th 34,300 NUMBER 28 50th 37,000 75th 41,900 MEAN 38,278	25th 26,500 NUMBER 266 50th 29,200 75th 32,000 MEAN 29,645	25th 22,900 NUMBER 689 50th 24,700 75th 26,700 MEAN 24,957	25th 20,000 NUMBER 426 50th 21,000 75th 22,500 MEAN 21,250
14 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 39,300 NUMBER 28 50th 45,000 75th 53,000 MEAN 46,724	25th 31,500 NUMBER 91 50th 35,000 75th 38,300 MEAN 35,380	25th 26,200 NUMBER 87 50th 28,200 75th 30,600 MEAN 28,743	25th NUMBER 4 50th 75th MEAN 25,768
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 30,000 NUMBER 31 50th 33,000 75th 35,600 MEAN 34,041	25th 23,500 NUMBER 172 50th 25,000 75th 27,800 MEAN 26,093	25th 20,700 NUMBER 257 50th 23,100 75th 25,400 MEAN 23,457
6 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,100 NUMBER 12 50th 32,300 75th 37,000 MEAN 32,590	25th 25,900 NUMBER 29 50th 30,800 75th 32,600 MEAN 29,457	25th 26,700 NUMBER 17 50th 29,600 75th 31,100 MEAN 28,983	25th NUMBER 3 50th 75th MEAN 22,874
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 21,900 NUMBER 29 50th 27,300 75th 29,300 MEAN 26,629	25th 19,900 NUMBER 60 50th 23,100 75th 24,800 MEAN 23,291	25th 18,500 NUMBER 44 50th 20,100 75th 22,100 MEAN 20,637

TABLE A9

SCHOOLS WITH BACCALAUREATE PROGRAMS ONLY—ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
185 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,100 NUMBER 46 50th 36,700 75th 40,500 MEAN 37,013	25th 26,200 NUMBER 148 50th 29,000 75th 32,200 MEAN 29,276	25th 24,700 NUMBER 109 50th 26,200 75th 29,000 MEAN 26,599	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,300 NUMBER 20 50th 31,000 75th 36,200 MEAN 30,896	25th 24,000 NUMBER 263 50th 27,200 75th 29,800 MEAN 27,107	25th 21,300 NUMBER 1152 50th 23,400 75th 25,500 MEAN 23,464	25th 18,700 NUMBER 450 50th 20,500 75th 22,500 MEAN 20,894
85 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 34,200 NUMBER 32 50th 37,500 75th 40,900 MEAN 37,407	25th 28,200 NUMBER 81 50th 30,100 75th 32,400 MEAN 30,430	25th 25,000 NUMBER 65 50th 26,600 75th 28,700 MEAN 26,933	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 31,100 NUMBER 7 50th 31,700 75th 44,400 MEAN 34,449	25th 26,100 NUMBER 101 50th 28,800 75th 30,500 MEAN 28,621	25th 22,500 NUMBER 548 50th 24,300 75th 26,200 MEAN 24,552	25th 20,000 NUMBER 206 50th 21,200 75th 23,300 MEAN 21,565
33 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 4 50th 75th MEAN 42,987	25th 24,800 NUMBER 25 50th 28,200 75th 30,800 MEAN 28,289	25th 24,200 NUMBER 21 50th 28,800 75th 29,900 MEAN 27,632	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 23,800 NUMBER 49 50th 28,000 75th 31,300 MEAN 28,105	25th 20,600 NUMBER 221 50th 23,300 75th 25,300 MEAN 23,117	25th 20,000 NUMBER 71 50th 22,500 75th 25,100 MEAN 23,473
67 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,600 NUMBER 10 50th 33,500 75th 35,900 MEAN 33,365	25th 25,000 NUMBER 42 50th 26,400 75th 31,000 MEAN 27,640	25th 22,000 NUMBER 23 50th 24,800 75th 27,900 MEAN 24,713	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 23,300 NUMBER 11 50th 26,800 75th 33,500 MEAN 28,735	25th 22,400 NUMBER 113 50th 25,400 75th 28,000 MEAN 25,320	25th 19,700 NUMBER 383 50th 21,800 75th 24,300 MEAN 22,106	25th 17,600 NUMBER 173 50th 18,900 75th 20,800 MEAN 19,036

TABLE A10

SCHOOLS WITH 100 OR LESS FULL-TIME BACCALAUREATE STUDENTS—ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
102 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,900 NUMBER 46 50th 39,600 75th 46,700 MEAN 40,499	25th 29,500 NUMBER 116 50th 32,200 75th 34,500 MEAN 31,807	25th 25,600 NUMBER 80 50th 28,400 75th 30,600 MEAN 27,969	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 26,200 NUMBER 18 50th 30,000 75th 41,000 MEAN 32,831	25th 23,900 NUMBER 98 50th 27,200 75th 30,000 MEAN 26,922	25th 21,000 NUMBER 447 50th 23,300 75th 25,100 MEAN 23,169	25th 19,000 NUMBER 186 50th 21,000 75th 23,600 MEAN 21,894
47 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 36,400 NUMBER 29 50th 41,000 75th 51,700 MEAN 42,867	25th 30,700 NUMBER 65 50th 32,300 75th 34,400 MEAN 32,274	25th 27,500 NUMBER 52 50th 29,000 75th 30,900 MEAN 28,652	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 26,900 NUMBER 14 50th 31,700 75th 41,700 MEAN 34,844	25th 25,900 NUMBER 47 50th 28,000 75th 31,200 MEAN 28,755	25th 22,400 NUMBER 207 50th 24,400 75th 26,200 MEAN 24,593	25th 20,000 NUMBER 86 50th 21,000 75th 23,400 MEAN 21,810
20 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 39,900 NUMBER 7 50th 44,700 75th 49,100 MEAN 43,996	25th 31,600 NUMBER 21 50th 33,400 75th 37,100 MEAN 34,914	25th 26,200 NUMBER 17 50th 28,200 75th 30,200 MEAN 28,063	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 22,000 NUMBER 14 50th 24,300 75th 27,500 MEAN 25,200	25th 19,100 NUMBER 75 50th 23,000 75th 25,000 MEAN 22,518	25th 20,900 NUMBER 44 50th 24,100 75th 30,000 MEAN 25,561
35 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,900 NUMBER 10 50th 30,100 75th 34,700 MEAN 31,184	25th 25,200 NUMBER 30 50th 28,500 75th 31,600 MEAN 28,622	25th 19,500 NUMBER 11 50th 25,200 75th 28,000 MEAN 24,597	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 26,716	25th 22,000 NUMBER 37 50th 25,800 75th 27,800 MEAN 25,245	25th 19,200 NUMBER 165 50th 21,800 75th 24,100 MEAN 21,678	25th 17,500 NUMBER 56 50th 19,400 75th 20,300 MEAN 19,141

TABLE A11

SCHOOLS WITH MORE THAN 100 BUT LESS THAN 250 FULL-TIME BACCALAUREATE STUDENTS—ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
130 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,900 NUMBER 165 50th 39,600 75th 44,300 MEAN 40,274	25th 29,900 NUMBER 323 50th 32,900 75th 35,500 MEAN 32,904	25th 26,000 NUMBER 230 50th 28,200 75th 30,200 MEAN 28,472	25th NUMBER 4 50th 75th MEAN 27,016
	FACULTY WITHOUT DOCTORATE	25th 31,700 NUMBER 24 50th 36,400 75th 42,300 MEAN 36,233	25th 25,400 NUMBER 312 50th 28,000 75th 30,800 MEAN 28,388	25th 22,000 NUMBER 1128 50th 24,100 75th 26,500 MEAN 24,316	25th 19,700 NUMBER 645 50th 21,000 75th 23,500 MEAN 21,681
65 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 36,400 NUMBER 117 50th 39,400 75th 43,200 MEAN 39,713	25th 30,100 NUMBER 213 50th 32,700 75th 35,900 MEAN 33,224	25th 26,200 NUMBER 156 50th 28,300 75th 30,300 MEAN 28,575	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 32,300 NUMBER 16 50th 36,800 75th 42,300 MEAN 37,228	25th 26,800 NUMBER 172 50th 29,000 75th 32,500 MEAN 30,008	25th 23,000 NUMBER 586 50th 24,900 75th 26,700 MEAN 25,016	25th 20,000 NUMBER 295 50th 21,000 75th 23,000 MEAN 21,394
23 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 38,000 NUMBER 29 50th 44,900 75th 52,100 MEAN 46,288	25th 30,100 NUMBER 68 50th 33,500 75th 36,200 MEAN 33,677	25th 27,400 NUMBER 48 50th 28,500 75th 31,400 MEAN 29,422	25th NUMBER 3 50th 75th MEAN 28,057
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 41,089	25th 25,100 NUMBER 44 50th 27,500 75th 30,300 MEAN 27,949	25th 22,200 NUMBER 238 50th 24,400 75th 27,400 MEAN 24,834	25th 20,500 NUMBER 231 50th 23,000 75th 25,300 MEAN 23,281
42 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,600 NUMBER 19 50th 33,700 75th 42,100 MEAN 34,552	25th 26,200 NUMBER 42 50th 31,200 75th 33,800 MEAN 30,029	25th 24,300 NUMBER 26 50th 25,800 75th 28,500 MEAN 26,100	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 24,200 NUMBER 5 50th 29,800 75th 36,300 MEAN 30,133	25th 22,500 NUMBER 96 50th 25,400 75th 29,000 MEAN 25,688	25th 20,400 NUMBER 304 50th 22,100 75th 24,500 MEAN 22,558	25th 17,900 NUMBER 119 50th 19,000 75th 20,800 MEAN 19,285

TABLE A12

SCHOOLS WITH 250 OR MORE FULL-TIME BACCALAUREATE STUDENTS—ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
116 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,100 NUMBER 282 50th 40,300 75th 44,900 MEAN 40,697	25th 30,000 NUMBER 621 50th 32,800 75th 36,000 MEAN 33,128	25th 26,200 NUMBER 456 50th 28,200 75th 30,600 MEAN 28,618	25th 20,900 NUMBER 16 50th 22,600 75th 26,700 MEAN 23,468
	FACULTY WITHOUT DOCTORATE	25th 34,900 NUMBER 50 50th 38,800 75th 44,400 MEAN 39,007	25th 26,700 NUMBER 457 50th 29,600 75th 32,500 MEAN 29,890	25th 22,300 NUMBER 1572 50th 24,300 75th 26,500 MEAN 24,620	25th 19,600 NUMBER 878 50th 21,000 75th 22,800 MEAN 21,245
82 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 36,700 NUMBER 232 50th 40,500 75th 45,000 MEAN 41,199	25th 30,000 NUMBER 466 50th 32,800 75th 36,000 MEAN 33,281	25th 26,500 NUMBER 351 50th 28,300 75th 30,800 MEAN 28,831	25th 22,100 NUMBER 11 50th 22,700 75th 25,400 MEAN 23,616
	FACULTY WITHOUT DOCTORATE	25th 36,600 NUMBER 41 50th 42,200 75th 44,400 MEAN 40,513	25th 26,900 NUMBER 320 50th 29,800 75th 32,500 MEAN 30,117	25th 22,900 NUMBER 1174 50th 24,600 75th 26,800 MEAN 24,999	25th 19,900 NUMBER 646 50th 21,000 75th 22,800 MEAN 21,458
14 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,500 NUMBER 26 50th 40,300 75th 45,000 MEAN 40,188	25th 28,900 NUMBER 79 50th 32,700 75th 36,800 MEAN 32,605	25th 25,600 NUMBER 65 50th 27,600 75th 29,900 MEAN 27,920	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 28,200 NUMBER 59 50th 31,300 75th 34,700 MEAN 31,514	25th 20,600 NUMBER 186 50th 23,400 75th 26,000 MEAN 23,606	25th 19,000 NUMBER 75 50th 22,000 75th 23,100 MEAN 21,183
20 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,400 NUMBER 24 50th 35,300 75th 42,600 MEAN 36,402	25th 30,200 NUMBER 76 50th 33,000 75th 36,300 MEAN 32,738	25th 25,300 NUMBER 40 50th 27,800 75th 30,000 MEAN 27,883	25th NUMBER 3 50th 75th MEAN 22,874
	FACULTY WITHOUT DOCTORATE	25th 26,800 NUMBER 7 50th 30,900 75th 33,800 MEAN 29,986	25th 24,200 NUMBER 78 50th 27,800 75th 30,900 MEAN 27,732	25th 20,300 NUMBER 212 50th 23,500 75th 25,400 MEAN 23,410	25th 18,200 NUMBER 157 50th 20,200 75th 22,700 MEAN 20,401

TABLE A13

SCHOOLS WITH 100 OR LESS FULL-TIME MASTER'S STUDENTS—ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
143 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,900 NUMBER 357 50th 40,000 75th 44,700 MEAN 40,594	25th 30,500 NUMBER 754 50th 33,100 75th 36,200 MEAN 33,490	25th 26,500 NUMBER 516 50th 28,300 75th 30,800 MEAN 28,743	25th 21,100 NUMBER 18 50th 23,000 75th 25,900 MEAN 23,792
	FACULTY WITHOUT DOCTORATE	25th 34,300 NUMBER 40 50th 37,900 75th 42,300 MEAN 37,987	25th 26,700 NUMBER 535 50th 29,600 75th 32,500 MEAN 30,004	25th 22,500 NUMBER 1835 50th 24,500 75th 26,800 MEAN 24,902	25th 20,000 NUMBER 1084 50th 21,200 75th 23,300 MEAN 21,852
100 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 36,300 NUMBER 281 50th 39,900 75th 44,000 MEAN 40,629	25th 30,500 NUMBER 569 50th 33,000 75th 36,100 MEAN 33,457	25th 26,800 NUMBER 394 50th 28,500 75th 30,900 MEAN 28,892	25th 22,100 NUMBER 12 50th 23,000 75th 25,200 MEAN 23,639
	FACULTY WITHOUT DOCTORATE	25th 34,800 NUMBER 34 50th 38,600 75th 42,500 MEAN 38,798	25th 26,900 NUMBER 394 50th 29,800 75th 32,600 MEAN 30,325	25th 23,000 NUMBER 1340 50th 24,800 75th 27,000 MEAN 25,195	25th 20,000 NUMBER 733 50th 21,000 75th 22,800 MEAN 21,542
21 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,600 NUMBER 46 50th 43,800 75th 49,500 MEAN 43,516	25th 30,500 NUMBER 114 50th 33,400 75th 36,800 MEAN 33,859	25th 25,900 NUMBER 85 50th 28,000 75th 29,500 MEAN 28,129	25th NUMBER 3 50th 75th MEAN 25,324
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 26,300 NUMBER 62 50th 29,300 75th 33,300 MEAN 30,209	25th 21,800 NUMBER 248 50th 24,300 75th 27,700 MEAN 24,890	25th 20,400 NUMBER 237 50th 23,200 75th 25,500 MEAN 23,301
22 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,500 NUMBER 30 50th 37,100 75th 42,100 MEAN 35,785	25th 30,900 NUMBER 71 50th 33,700 75th 36,100 MEAN 33,164	25th 26,000 NUMBER 37 50th 28,900 75th 31,000 MEAN 28,565	25th NUMBER 3 50th 75th MEAN 22,874
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 31,158	25th 25,400 NUMBER 79 50th 28,700 75th 30,800 MEAN 28,246	25th 21,500 NUMBER 247 50th 23,500 75th 25,400 MEAN 23,322	25th 18,800 NUMBER 114 50th 21,100 75th 22,700 MEAN 20,836

TABLE A14

SCHOOLS WITH MORE THAN 100 FULL-TIME MASTER'S STUDENTS—ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
15 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,900 NUMBER 83 50th 42,200 75th 48,100 MEAN 43,268	25th 30,900 NUMBER 151 50th 33,100 75th 36,500 MEAN 34,068	25th 27,200 NUMBER 144 50th 28,600 75th 31,000 MEAN 29,150	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 40,500 NUMBER 28 50th 44,400 75th 44,400 MEAN 42,768	25th 27,200 NUMBER 47 50th 30,800 75th 33,300 MEAN 30,471	25th 22,000 NUMBER 130 50th 25,000 75th 27,500 MEAN 24,448	25th 19,900 NUMBER 153 50th 21,500 75th 22,900 MEAN 21,148
9 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 38,500 NUMBER 63 50th 42,300 75th 49,300 MEAN 43,968	25th 30,700 NUMBER 93 50th 32,600 75th 35,500 MEAN 33,789	25th 27,400 NUMBER 105 50th 28,700 75th 30,900 MEAN 29,341	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 39,000 NUMBER 24 50th 44,400 75th 44,400 MEAN 42,226	25th 27,000 NUMBER 33 50th 31,400 75th 33,400 MEAN 30,162	25th 17,600 NUMBER 68 50th 25,000 75th 27,400 MEAN 23,783	25th 19,900 NUMBER 87 50th 21,300 75th 22,900 MEAN 20,736
4 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 38,500 NUMBER 15 50th 44,200 75th 50,600 MEAN 44,270	25th 34,300 NUMBER 39 50th 35,900 75th 38,500 MEAN 36,567	25th 28,000 NUMBER 28 50th 30,000 75th 32,200 MEAN 29,957	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 46,023	25th 29,500 NUMBER 10 50th 30,800 75th 35,000 MEAN 32,592	25th 24,600 NUMBER 36 50th 27,100 75th 28,300 MEAN 26,896	25th 19,400 NUMBER 56 50th 21,700 75th 23,000 MEAN 21,586
2 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,100 NUMBER 5 50th 31,100 75th 33,000 MEAN 31,432	25th 27,900 NUMBER 19 50th 30,900 75th 32,700 MEAN 30,305	25th 22,800 NUMBER 11 50th 25,600 75th 26,800 MEAN 25,270	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 4 50th 75th MEAN 27,719	25th 21,000 NUMBER 26 50th 22,000 75th 24,100 MEAN 22,799	25th 20,700 NUMBER 10 50th 22,000 75th 24,400 MEAN 22,278

TABLE A15

SCHOOLS WITH STUDENTS IN DOCTORAL PROGRAMS IN NURSING— ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
36 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,600 NUMBER 219 50th 41,000 75th 46,400 MEAN 42,589	25th 30,500 NUMBER 378 50th 33,000 75th 36,100 MEAN 33,587	25th 26,800 NUMBER 310 50th 28,500 75th 30,600 MEAN 28,855	25th 22,300 NUMBER 9 50th 24,600 75th 27,300 MEAN 24,844
	FACULTY WITHOUT DOCTORATE	25th 36,100 NUMBER 21 50th 39,000 75th 42,600 MEAN 39,749	25th 27,200 NUMBER 139 50th 29,900 75th 33,300 MEAN 30,739	25th 22,500 NUMBER 488 50th 24,100 75th 26,200 MEAN 24,750	25th 20,300 NUMBER 470 50th 21,700 75th 23,700 MEAN 22,312
23 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 37,400 NUMBER 180 50th 40,400 75th 45,300 MEAN 41,797	25th 30,000 NUMBER 270 50th 32,300 75th 35,400 MEAN 33,065	25th 27,000 NUMBER 214 50th 28,600 75th 30,800 MEAN 29,063	25th 22,300 NUMBER 5 50th 23,900 75th 26,000 MEAN 24,104
	FACULTY WITHOUT DOCTORATE	25th 35,300 NUMBER 18 50th 39,400 75th 43,200 MEAN 39,801	25th 27,200 NUMBER 115 50th 29,900 75th 33,200 MEAN 30,697	25th 22,500 NUMBER 325 50th 24,100 75th 25,800 MEAN 24,534	25th 20,000 NUMBER 241 50th 21,000 75th 22,400 MEAN 21,342
11 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 40,500 NUMBER 38 50th 45,000 75th 53,000 MEAN 46,646	25th 31,300 NUMBER 98 50th 34,800 75th 38,400 MEAN 35,305	25th 26,300 NUMBER 84 50th 28,200 75th 30,200 MEAN 28,684	25th NUMBER 4 50th 75th MEAN 25,768
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 27,300 NUMBER 23 50th 29,600 75th 34,600 MEAN 30,760	25th 22,900 NUMBER 143 50th 24,900 75th 27,400 MEAN 25,544	25th 20,700 NUMBER 222 50th 23,000 75th 25,200 MEAN 23,367
2 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 28,700 NUMBER 10 50th 31,200 75th 34,000 MEAN 30,836	25th 23,300 NUMBER 12 50th 26,000 75th 28,400 MEAN 26,351	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th NUMBER 1 50th 75th MEAN	25th 20,600 NUMBER 20 50th 21,300 75th 23,800 MEAN 22,570	25th 20,800 NUMBER 7 50th 22,000 75th 24,300 MEAN 22,276

TABLE B1

ALL SCHOOLS — ALL REGIONS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
357 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 43,800 NUMBER 496 50th 48,800 75th 54,600 MEAN 49,597	25th 36,700 NUMBER 1080 50th 40,000 75th 43,600 MEAN 40,310	25th 32,000 NUMBER 778 50th 34,500 75th 37,300 MEAN 34,835	25th 26,400 NUMBER 21 50th 29,200 75th 33,500 MEAN 29,739
	FACULTY WITHOUT DOCTORATE	25th 39,400 NUMBER 94 50th 46,300 75th 54,200 MEAN 45,583	25th 31,800 NUMBER 874 50th 35,200 75th 38,700 MEAN 35,499	25th 26,900 NUMBER 3191 50th 29,500 75th 32,300 MEAN 29,757	25th 24,000 NUMBER 1733 50th 25,700 75th 28,200 MEAN 26,258
198 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 44,800 NUMBER 378 50th 49,000 75th 54,200 MEAN 49,948	25th 36,900 NUMBER 747 50th 40,000 75th 43,600 MEAN 40,545	25th 32,400 NUMBER 564 50th 34,700 75th 37,600 MEAN 35,138	25th 27,000 NUMBER 12 50th 28,100 75th 30,800 MEAN 28,892
	FACULTY WITHOUT DOCTORATE	25th 41,600 NUMBER 71 50th 47,200 75th 54,200 MEAN 47,245	25th 32,700 NUMBER 541 50th 36,100 75th 39,500 MEAN 36,628	25th 27,900 NUMBER 1978 50th 30,100 75th 32,600 MEAN 30,518	25th 24,400 NUMBER 1029 50th 25,700 75th 28,000 MEAN 26,248
61 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 46,300 NUMBER 65 50th 53,600 75th 60,900 MEAN 53,359	25th 37,100 NUMBER 185 50th 40,900 75th 44,900 MEAN 41,164	25th 32,000 NUMBER 137 50th 34,500 75th 36,700 MEAN 34,745	25th 27,400 NUMBER 5 50th 33,100 75th 36,200 MEAN 32,088
	FACULTY WITHOUT DOCTORATE	25th 45,200 NUMBER 8 50th 49,300 75th 57,500 MEAN 48,966	25th 31,400 NUMBER 122 50th 36,000 75th 40,200 MEAN 36,150	25th 26,100 NUMBER 529 50th 29,200 75th 33,100 MEAN 29,648	25th 24,700 NUMBER 371 50th 27,500 75th 30,700 MEAN 28,131
98 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,400 NUMBER 53 50th 41,200 75th 49,500 MEAN 42,478	25th 32,900 NUMBER 148 50th 39,100 75th 42,500 MEAN 38,054	25th 30,300 NUMBER 77 50th 32,400 75th 36,200 MEAN 32,770	25th NUMBER 4 50th 75th MEAN 29,342
	FACULTY WITHOUT DOCTORATE	25th 28,600 NUMBER 15 50th 36,400 75th 41,400 MEAN 35,910	25th 27,700 NUMBER 211 50th 32,500 75th 36,200 MEAN 32,225	25th 24,700 NUMBER 684 50th 27,400 75th 30,200 MEAN 27,640	25th 22,000 NUMBER 333 50th 24,200 75th 26,300 MEAN 24,202

TABLE B2

SCHOOLS IN THE NORTH ATLANTIC STATES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
92 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 45,200 NUMBER 95 50th 52,200 75th 57,500 MEAN 52,508	25th 36,500 NUMBER 265 50th 40,300 75th 44,200 MEAN 40,485	25th 31,500 NUMBER 222 50th 34,300 75th 36,700 MEAN 34,372	25th 24,900 NUMBER 6 50th 29,300 75th 33,700 MEAN 29,318
	FACULTY WITHOUT DOCTORATE	25th 37,800 NUMBER 12 50th 45,100 75th 54,300 MEAN 45,326	25th 32,800 NUMBER 171 50th 36,400 75th 40,700 MEAN 36,715	25th 26,700 NUMBER 760 50th 29,600 75th 32,800 MEAN 29,913	25th 23,500 NUMBER 448 50th 25,200 75th 27,800 MEAN 25,703
31 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 48,100 NUMBER 39 50th 53,200 75th 59,100 MEAN 54,022	25th 37,100 NUMBER 82 50th 40,400 75th 45,700 MEAN 41,243	25th 32,400 NUMBER 87 50th 35,200 75th 37,300 MEAN 35,399	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 34,600 NUMBER 55 50th 38,000 75th 42,500 MEAN 38,274	25th 28,300 NUMBER 261 50th 31,000 75th 33,700 MEAN 31,435	25th 23,500 NUMBER 143 50th 25,400 75th 28,900 MEAN 26,693
37 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 44,900 NUMBER 47 50th 52,700 75th 61,800 MEAN 52,601	25th 36,700 NUMBER 138 50th 40,300 75th 44,000 MEAN 40,400	25th 31,300 NUMBER 98 50th 34,300 75th 36,400 MEAN 34,156	25th NUMBER 3 50th 75th MEAN 30,678
	FACULTY WITHOUT DOCTORATE	25th 45,800 NUMBER 6 50th 53,200 75th 58,700 MEAN 52,659	25th 32,800 NUMBER 77 50th 36,700 75th 40,500 MEAN 36,646	25th 26,500 NUMBER 326 50th 29,300 75th 33,100 MEAN 29,748	25th 23,800 NUMBER 182 50th 25,000 75th 27,500 MEAN 25,611
24 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 38,200 NUMBER 9 50th 43,400 75th 53,300 MEAN 45,466	25th 34,100 NUMBER 45 50th 40,800 75th 42,800 MEAN 39,363	25th 30,500 NUMBER 37 50th 31,800 75th 35,600 MEAN 32,529	25th NUMBER 3 50th 75th MEAN 27,957
	FACULTY WITHOUT DOCTORATE	25th 32,800 NUMBER 6 50th 37,800 75th 42,400 MEAN 37,994	25th 30,200 NUMBER 39 50th 34,000 75th 38,700 MEAN 34,650	25th 24,600 NUMBER 173 50th 27,400 75th 30,600 MEAN 27,927	25th 22,300 NUMBER 123 50th 25,400 75th 27,300 MEAN 24,688

TABLE B3

SCHOOLS IN THE MIDWESTERN STATES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
103 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 44,700 NUMBER 118 50th 48,800 75th 54,300 MEAN 49,979	25th 37,300 NUMBER 271 50th 40,300 75th 44,300 MEAN 40,897	25th 33,000 NUMBER 209 50th 34,600 75th 37,800 MEAN 35,267	25th 27,500 NUMBER 9 50th 30,100 75th 32,200 MEAN 30,448
	FACULTY WITHOUT DOCTORATE	25th 32,100 NUMBER 25 50th 39,500 75th 46,100 MEAN 39,352	25th 31,000 NUMBER 276 50th 34,000 75th 36,800 MEAN 33,907	25th 26,800 NUMBER 886 50th 29,300 75th 31,900 MEAN 29,394	25th 24,100 NUMBER 641 50th 25,700 75th 28,700 MEAN 26,703
46 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 46,000 NUMBER 93 50th 49,600 75th 54,800 MEAN 50,907	25th 37,300 NUMBER 203 50th 40,100 75th 43,800 MEAN 40,844	25th 33,000 NUMBER 168 50th 34,600 75th 37,700 MEAN 35,217	25th 27,100 NUMBER 6 50th 28,500 75th 30,300 MEAN 28,688
	FACULTY WITHOUT DOCTORATE	25th 34,500 NUMBER 19 50th 42,000 75th 47,200 MEAN 41,509	25th 32,200 NUMBER 156 50th 35,200 75th 39,000 MEAN 35,749	25th 27,500 NUMBER 462 50th 29,800 75th 32,500 MEAN 30,112	25th 24,000 NUMBER 319 50th 25,400 75th 27,400 MEAN 25,683
13 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 53,400 NUMBER 6 50th 58,800 75th 80,000 MEAN 63,553	25th 41,100 NUMBER 23 50th 45,000 75th 53,000 MEAN 46,658	25th 34,200 NUMBER 23 50th 36,400 75th 39,500 MEAN 37,455	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 27,300 NUMBER 17 50th 31,600 75th 35,200 MEAN 31,736	25th 28,200 NUMBER 109 50th 31,300 75th 34,200 MEAN 31,694	25th 27,900 NUMBER 171 50th 30,400 75th 33,100 MEAN 30,859
44 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,200 NUMBER 19 50th 39,500 75th 46,300 MEAN 41,145	25th 32,700 NUMBER 45 50th 39,000 75th 42,200 MEAN 38,191	25th 29,600 NUMBER 18 50th 33,100 75th 36,400 MEAN 32,940	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 26,100 NUMBER 6 50th 29,500 75th 39,200 MEAN 32,519	25th 27,300 NUMBER 103 50th 32,400 75th 35,100 MEAN 31,476	25th 25,100 NUMBER 315 50th 27,700 75th 29,900 MEAN 27,544	25th 22,600 NUMBER 151 50th 24,300 75th 25,700 MEAN 24,151

TABLE B4

SCHOOLS IN THE SOUTHERN STATES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
124 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 42,300 NUMBER 178 50th 47,000 75th 53,000 MEAN 47,629	25th 36,000 NUMBER 381 50th 39,900 75th 44,000 MEAN 40,159	25th 31,700 NUMBER 218 50th 34,700 75th 37,600 MEAN 34,794	25th 25,700 NUMBER 5 50th 27,400 75th 30,900 MEAN 28,123
	FACULTY WITHOUT DOCTORATE	25th 38,900 NUMBER 18 50th 43,000 75th 46,700 MEAN 43,351	25th 32,100 NUMBER 304 50th 35,400 75th 38,800 MEAN 35,928	25th 27,200 NUMBER 1224 50th 29,600 75th 32,100 MEAN 29,853	25th 24,000 NUMBER 478 50th 25,700 75th 27,600 MEAN 25,895
94 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 43,100 NUMBER 151 50th 47,200 75th 52,800 MEAN 48,137	25th 36,200 NUMBER 327 50th 40,000 75th 44,100 MEAN 40,490	25th 31,800 NUMBER 194 50th 34,900 75th 37,800 MEAN 35,031	25th 25,700 NUMBER 5 50th 27,400 75th 30,900 MEAN 28,123
	FACULTY WITHOUT DOCTORATE	25th 38,900 NUMBER 17 50th 41,900 75th 46,200 MEAN 43,097	25th 32,400 NUMBER 248 50th 36,000 75th 38,900 MEAN 36,307	25th 27,900 NUMBER 1010 50th 30,100 75th 32,400 MEAN 30,399	25th 24,400 NUMBER 424 50th 25,800 75th 27,800 MEAN 26,149
9 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 46,700 NUMBER 12 50th 54,100 75th 58,200 MEAN 51,229	25th 35,600 NUMBER 24 50th 40,800 75th 45,100 MEAN 40,294	25th 31,400 NUMBER 12 50th 33,800 75th 37,000 MEAN 34,052	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 31,800 NUMBER 27 50th 36,100 75th 41,500 MEAN 37,902	25th 22,000 NUMBER 82 50th 26,600 75th 29,100 MEAN 26,848	25th 24,700 NUMBER 16 50th 28,000 75th 29,600 MEAN 27,956
21 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,200 NUMBER 15 50th 36,800 75th 45,300 MEAN 39,636	25th 31,800 NUMBER 30 50th 36,900 75th 40,700 MEAN 36,442	25th 27,500 NUMBER 12 50th 32,000 75th 36,700 MEAN 31,696	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 26,500 NUMBER 29 50th 31,500 75th 34,200 MEAN 30,848	25th 24,600 NUMBER 132 50th 27,000 75th 30,500 MEAN 27,549	25th 20,600 NUMBER 38 50th 21,900 75th 22,700 MEAN 22,205

TABLE B5

SCHOOLS IN THE WESTERN STATES—CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
38 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 45,200 NUMBER 105 50th 50,100 75th 53,100 MEAN 49,870	25th 36,700 NUMBER 163 50th 39,500 75th 42,200 MEAN 39,400	25th 33,100 NUMBER 129 50th 34,700 75th 36,900 MEAN 35,000	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 47,700 NUMBER 39 50th 54,200 75th 54,200 MEAN 50,686	25th 32,700 NUMBER 123 50th 36,000 75th 39,200 MEAN 36,319	25th 27,100 NUMBER 321 50th 29,800 75th 32,400 MEAN 30,021	25th 24,800 NUMBER 166 50th 26,600 75th 29,300 MEAN 27,081
27 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 45,300 NUMBER 95 50th 50,100 75th 53,300 MEAN 50,216	25th 37,300 NUMBER 135 50th 39,500 75th 42,300 MEAN 39,803	25th 33,200 NUMBER 115 50th 34,600 75th 37,000 MEAN 35,007	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 50,100 NUMBER 35 50th 54,200 75th 54,200 MEAN 52,373	25th 34,100 NUMBER 82 50th 37,300 75th 41,000 MEAN 38,171	25th 28,200 NUMBER 245 50th 30,300 75th 32,600 MEAN 30,799	25th 25,000 NUMBER 143 50th 26,600 75th 29,300 MEAN 27,356
2 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 4 50th 75th MEAN 35,691	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th NUMBER 1 50th 75th MEAN	25th 23,900 NUMBER 12 50th 27,300 75th 31,400 MEAN 27,480	25th NUMBER 2 50th 75th MEAN
9 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,800 NUMBER 10 50th 51,400 75th 53,200 MEAN 46,582	25th 31,300 NUMBER 28 50th 40,200 75th 40,900 MEAN 37,459	25th 31,700 NUMBER 10 50th 34,700 75th 37,300 MEAN 34,643	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 38,526	25th 27,800 NUMBER 40 50th 31,600 75th 37,600 MEAN 32,788	25th 24,300 NUMBER 64 50th 26,500 75th 31,000 MEAN 27,521	25th 21,500 NUMBER 21 50th 24,600 75th 27,100 MEAN 25,343

TABLE B6

SCHOOLS IN UNIVERSITIES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
239 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 44,400 NUMBER 468 50th 49,200 75th 54,800 MEAN 49,975	25th 37,300 NUMBER 996 50th 40,300 75th 44,000 MEAN 40,750	25th 32,300 NUMBER 724 50th 34,600 75th 37,400 MEAN 35,059	25th 26,200 NUMBER 20 50th 28,800 75th 33,300 MEAN 29,551
	FACULTY WITHOUT DOCTORATE	25th 41,000 NUMBER 88 50th 47,100 75th 54,200 MEAN 46,405	25th 32,400 NUMBER 709 50th 35,900 75th 39,500 MEAN 36,324	25th 27,900 NUMBER 2418 50th 30,000 75th 32,600 MEAN 30,469	25th 24,400 NUMBER 1399 50th 26,000 75th 28,300 MEAN 26,518
172 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 44,700 NUMBER 368 50th 49,200 75th 54,200 MEAN 49,962	25th 37,200 NUMBER 713 50th 40,000 75th 43,800 MEAN 40,738	25th 32,400 NUMBER 543 50th 34,700 75th 37,600 MEAN 35,143	25th 27,000 NUMBER 12 50th 28,100 75th 30,800 MEAN 28,892
	FACULTY WITHOUT DOCTORATE	25th 41,600 NUMBER 71 50th 47,200 75th 54,200 MEAN 47,245	25th 32,700 NUMBER 503 50th 36,200 75th 39,700 MEAN 36,713	25th 28,100 NUMBER 1794 50th 30,300 75th 32,700 MEAN 30,619	25th 24,400 NUMBER 954 50th 25,700 75th 27,000 MEAN 26,127
31 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 46,900 NUMBER 58 50th 53,900 75th 61,800 MEAN 54,444	25th 37,800 NUMBER 160 50th 41,500 75th 45,000 MEAN 41,821	25th 32,300 NUMBER 120 50th 34,500 75th 37,000 MEAN 35,200	25th 27,400 NUMBER 5 50th 33,100 75th 36,200 MEAN 32,088
	FACULTY WITHOUT DOCTORATE	25th 47,300 NUMBER 6 50th 53,200 75th 58,700 MEAN 53,124	25th 33,100 NUMBER 86 50th 37,000 75th 41,600 MEAN 37,963	25th 27,800 NUMBER 311 50th 30,000 75th 33,500 MEAN 30,824	25th 25,200 NUMBER 295 50th 28,000 75th 30,700 MEAN 28,345
36 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,800 NUMBER 42 50th 42,200 75th 51,400 MEAN 43,921	25th 36,200 NUMBER 123 50th 40,300 75th 42,700 MEAN 39,426	25th 31,300 NUMBER 61 50th 33,900 75th 36,700 MEAN 34,034	25th NUMBER 3 50th 75th MEAN 27,957
	FACULTY WITHOUT DOCTORATE	25th 32,800 NUMBER 11 50th 37,800 75th 41,400 MEAN 37,316	25th 28,600 NUMBER 120 50th 34,000 75th 37,600 MEAN 33,516	25th 26,400 NUMBER 313 50th 29,300 75th 31,300 MEAN 29,255	25th 22,600 NUMBER 150 50th 25,600 75th 27,700 MEAN 25,416

TABLE B7

SCHOOLS IN FOUR-YEAR COLLEGES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
113 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,400 NUMBER 24 50th 41,200 75th 48,800 MEAN 42,381	25th 30,500 NUMBER 68 50th 33,500 75th 39,500 MEAN 34,675	25th 28,100 NUMBER 47 50th 30,800 75th 36,700 MEAN 31,719	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 26,100 NUMBER 6 50th 28,300 75th 45,600 MEAN 33,528	25th 27,800 NUMBER 158 50th 31,500 75th 35,500 MEAN 31,860	25th 24,200 NUMBER 697 50th 26,900 75th 30,000 MEAN 27,284	25th 22,000 NUMBER 302 50th 24,100 75th 26,900 MEAN 25,088
23 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 44,900 NUMBER 7 50th 48,400 75th 61,300 MEAN 52,214	25th 34,800 NUMBER 21 50th 37,900 75th 43,000 MEAN 37,838	25th 31,600 NUMBER 17 50th 37,200 75th 40,000 MEAN 35,895	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 34,100 NUMBER 32 50th 35,600 75th 37,800 MEAN 35,746	25th 27,000 NUMBER 125 50th 30,100 75th 33,300 MEAN 30,256	25th 23,200 NUMBER 56 50th 28,000 75th 32,900 MEAN 28,736
29 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,600 NUMBER 6 50th 38,500 75th 52,700 MEAN 40,839	25th 29,800 NUMBER 22 50th 35,600 75th 40,300 MEAN 35,484	25th 27,500 NUMBER 14 50th 30,400 75th 35,200 MEAN 30,954	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 28,000 NUMBER 36 50th 30,500 75th 36,100 MEAN 31,819	25th 23,800 NUMBER 204 50th 27,000 75th 30,700 MEAN 27,341	25th 22,900 NUMBER 74 50th 25,000 75th 29,900 MEAN 27,015
61 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,600 NUMBER 11 50th 36,500 75th 41,300 MEAN 36,964	25th 29,400 NUMBER 25 50th 31,200 75th 32,600 MEAN 31,307	25th 24,500 NUMBER 16 50th 28,500 75th 30,800 MEAN 27,950	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 32,045	25th 26,600 NUMBER 90 50th 30,600 75th 34,000 MEAN 30,495	25th 23,700 NUMBER 368 50th 26,200 75th 28,500 MEAN 26,243	25th 21,400 NUMBER 172 50th 23,100 75th 24,700 MEAN 23,072

TABLE B8

SCHOOLS ON THE SAME CAMPUS WITH AN ACADEMIC HEALTH CENTER — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
75 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 45,300 NUMBER 265 50th 49,300 75th 54,900 MEAN 50,484	25th 37,500 NUMBER 520 50th 40,600 75th 44,900 MEAN 41,375	25th 33,000 NUMBER 415 50th 35,000 75th 37,900 MEAN 35,494	25th 25,800 NUMBER 14 50th 29,600 75th 33,200 MEAN 29,645
	FACULTY WITHOUT DOCTORATE	25th 41,900 NUMBER 31 50th 45,200 75th 52,600 MEAN 46,919	25th 32,500 NUMBER 326 50th 35,700 75th 39,500 MEAN 36,416	25th 28,000 NUMBER 921 50th 30,100 75th 32,900 MEAN 30,630	25th 24,500 NUMBER 727 50th 26,100 75th 28,700 MEAN 26,881
55 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 45,400 NUMBER 225 50th 49,200 75th 53,800 MEAN 50,227	25th 37,700 NUMBER 400 50th 40,500 75th 44,500 MEAN 41,340	25th 33,200 NUMBER 311 50th 35,100 75th 37,900 MEAN 35,600	25th 27,100 NUMBER 7 50th 29,200 75th 31,000 MEAN 29,311
	FACULTY WITHOUT DOCTORATE	25th 41,900 NUMBER 28 50th 45,200 75th 51,200 MEAN 46,784	25th 32,400 NUMBER 266 50th 35,700 75th 39,100 MEAN 36,233	25th 27,900 NUMBER 689 50th 30,200 75th 32,700 MEAN 30,504	25th 24,400 NUMBER 426 50th 25,700 75th 27,400 MEAN 25,972
14 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 48,100 NUMBER 28 50th 55,000 75th 64,800 MEAN 57,107	25th 38,500 NUMBER 91 50th 42,800 75th 46,800 MEAN 43,242	25th 32,000 NUMBER 87 50th 34,500 75th 37,400 MEAN 35,130	25th NUMBER 4 50th 75th MEAN 31,494
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 36,700 NUMBER 31 50th 40,300 75th 43,500 MEAN 41,605	25th 28,800 NUMBER 172 50th 30,600 75th 34,000 MEAN 31,891	25th 25,400 NUMBER 257 50th 28,200 75th 31,000 MEAN 28,669
6 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,400 NUMBER 12 50th 39,500 75th 45,200 MEAN 39,833	25th 31,700 NUMBER 29 50th 37,600 75th 39,800 MEAN 36,003	25th 32,600 NUMBER 17 50th 36,200 75th 38,000 MEAN 35,424	25th NUMBER 3 50th 75th MEAN 27,957
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 26,800 NUMBER 29 50th 33,400 75th 35,900 MEAN 32,546	25th 24,400 NUMBER 60 50th 28,300 75th 30,300 MEAN 28,467	25th 22,600 NUMBER 44 50th 24,500 75th 27,000 MEAN 25,223

TABLE B9

SCHOOLS WITH BACCALAUREATE PROGRAMS ONLY—CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
185 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 40,400 NUMBER 46 50th 44,900 75th 49,500 MEAN 45,239	25th 32,000 NUMBER 148 50th 35,400 75th 39,400 MEAN 35,782	25th 30,200 NUMBER 109 50th 32,100 75th 35,400 MEAN 32,510	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 30,900 NUMBER 20 50th 37,900 75th 44,300 MEAN 37,762	25th 29,300 NUMBER 263 50th 33,200 75th 36,400 MEAN 33,131	25th 26,100 NUMBER 1152 50th 28,700 75th 31,200 MEAN 28,678	25th 22,900 NUMBER 450 50th 25,100 75th 27,500 MEAN 25,537
85 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 41,800 NUMBER 32 50th 45,800 75th 49,900 MEAN 45,719	25th 34,400 NUMBER 81 50th 36,800 75th 39,600 MEAN 37,192	25th 30,600 NUMBER 65 50th 32,500 75th 35,100 MEAN 32,918	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 38,000 NUMBER 7 50th 38,700 75th 54,200 MEAN 42,104	25th 31,900 NUMBER 101 50th 35,200 75th 37,300 MEAN 34,981	25th 27,500 NUMBER 548 50th 29,800 75th 32,000 MEAN 30,008	25th 24,400 NUMBER 206 50th 25,900 75th 28,400 MEAN 26,357
33 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 4 50th 75th MEAN 52,539	25th 30,300 NUMBER 25 50th 34,400 75th 37,600 MEAN 34,575	25th 29,500 NUMBER 21 50th 35,200 75th 36,500 MEAN 33,772	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 29,100 NUMBER 49 50th 34,200 75th 38,300 MEAN 34,351	25th 25,200 NUMBER 221 50th 28,500 75th 30,900 MEAN 28,254	25th 24,500 NUMBER 71 50th 27,500 75th 30,700 MEAN 28,690
67 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,100 NUMBER 10 50th 41,000 75th 43,900 MEAN 40,780	25th 30,500 NUMBER 42 50th 32,300 75th 37,900 MEAN 33,782	25th 26,900 NUMBER 23 50th 30,300 75th 34,000 MEAN 30,205	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 28,500 NUMBER 11 50th 32,800 75th 41,000 MEAN 35,121	25th 27,400 NUMBER 113 50th 31,000 75th 34,200 MEAN 30,947	25th 24,100 NUMBER 383 50th 26,600 75th 29,700 MEAN 27,019	25th 21,500 NUMBER 173 50th 23,100 75th 25,400 MEAN 23,266

TABLE B10

SCHOOLS WITH 100 OR LESS FULL-TIME BACCALAUREATE STUDENTS— CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
102 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 40,200 NUMBER 46 50th 48,400 75th 57,100 MEAN 49,498	25th 36,100 NUMBER 116 50th 39,400 75th 42,100 MEAN 38,876	25th 31,300 NUMBER 80 50th 34,800 75th 37,400 MEAN 34,184	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 32,000 NUMBER 18 50th 36,600 75th 50,100 MEAN 40,127	25th 29,300 NUMBER 98 50th 33,200 75th 36,700 MEAN 32,905	25th 25,700 NUMBER 447 50th 28,400 75th 30,700 MEAN 28,317	25th 23,200 NUMBER 186 50th 25,600 75th 28,800 MEAN 26,759
47 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 44,500 NUMBER 29 50th 50,100 75th 63,200 MEAN 52,393	25th 37,500 NUMBER 65 50th 39,500 75th 42,100 MEAN 39,446	25th 33,600 NUMBER 52 50th 35,400 75th 37,800 MEAN 35,018	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 32,900 NUMBER 14 50th 38,800 75th 51,000 MEAN 42,586	25th 31,700 NUMBER 47 50th 34,200 75th 38,200 MEAN 35,145	25th 27,400 NUMBER 207 50th 29,800 75th 32,000 MEAN 30,058	25th 24,400 NUMBER 86 50th 25,700 75th 28,700 MEAN 26,656
20 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 48,700 NUMBER 7 50th 54,600 75th 60,000 MEAN 53,772	25th 38,600 NUMBER 21 50th 40,900 75th 45,300 MEAN 42,673	25th 32,000 NUMBER 17 50th 34,500 75th 36,900 MEAN 34,299	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 26,900 NUMBER 14 50th 29,600 75th 33,600 MEAN 30,801	25th 23,300 NUMBER 75 50th 28,100 75th 30,500 MEAN 27,522	25th 25,500 NUMBER 44 50th 29,400 75th 36,700 MEAN 31,241
35 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,100 NUMBER 10 50th 36,800 75th 42,400 MEAN 38,114	25th 30,800 NUMBER 30 50th 34,800 75th 38,600 MEAN 34,983	25th 23,800 NUMBER 11 50th 30,800 75th 34,200 MEAN 30,063	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 32,653	25th 26,900 NUMBER 37 50th 31,500 75th 34,000 MEAN 30,855	25th 23,500 NUMBER 165 50th 26,600 75th 29,500 MEAN 26,495	25th 21,400 NUMBER 56 50th 23,700 75th 24,800 MEAN 23,395

TABLE B11

SCHOOLS WITH MORE THAN 100 BUT LESS THAN 250 FULL-TIME BACCALAUREATE STUDENTS—CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
130 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 43,800 NUMBER 165 50th 48,400 75th 54,100 MEAN 49,224	25th 36,600 NUMBER 323 50th 40,200 75th 43,400 MEAN 40,216	25th 31,800 NUMBER 230 50th 34,500 75th 37,000 MEAN 34,799	25th NUMBER 4 50th 75th MEAN 33,019
	FACULTY WITHOUT DOCTORATE	25th 38,800 NUMBER 24 50th 44,500 75th 51,700 MEAN 44,284	25th 31,100 NUMBER 312 50th 34,200 75th 37,600 MEAN 34,697	25th 26,900 NUMBER 1128 50th 29,500 75th 32,400 MEAN 29,719	25th 24,100 NUMBER 645 50th 25,700 75th 28,700 MEAN 26,499
65 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 44,500 NUMBER 117 50th 48,200 75th 52,800 MEAN 48,538	25th 36,800 NUMBER 213 50th 40,000 75th 43,900 MEAN 40,607	25th 32,000 NUMBER 156 50th 34,600 75th 37,000 MEAN 34,925	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 39,500 NUMBER 16 50th 45,000 75th 51,700 MEAN 45,501	25th 32,800 NUMBER 172 50th 35,400 75th 39,700 MEAN 36,676	25th 28,100 NUMBER 586 50th 30,400 75th 32,700 MEAN 30,576	25th 24,400 NUMBER 295 50th 25,700 75th 28,100 MEAN 26,148
23 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 46,400 NUMBER 29 50th 54,800 75th 63,700 MEAN 56,575	25th 36,800 NUMBER 68 50th 40,900 75th 44,300 MEAN 41,160	25th 33,500 NUMBER 48 50th 34,900 75th 38,300 MEAN 35,960	25th NUMBER 3 50th 75th MEAN 34,292
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 50,220	25th 30,700 NUMBER 44 50th 33,600 75th 37,000 MEAN 34,159	25th 27,100 NUMBER 238 50th 29,800 75th 33,500 MEAN 30,353	25th 25,000 NUMBER 231 50th 28,100 75th 31,000 MEAN 28,455
42 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,200 NUMBER 19 50th 41,200 75th 51,400 MEAN 42,230	25th 32,000 NUMBER 42 50th 38,100 75th 41,300 MEAN 36,703	25th 29,700 NUMBER 26 50th 31,500 75th 34,800 MEAN 31,900	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 29,500 NUMBER 5 50th 36,400 75th 44,400 MEAN 36,829	25th 27,500 NUMBER 96 50th 31,000 75th 35,400 MEAN 31,397	25th 24,900 NUMBER 304 50th 27,000 75th 29,900 MEAN 27,571	25th 21,900 NUMBER 119 50th 23,200 75th 25,400 MEAN 23,570

TABLE B12

SCHOOLS WITH 250 OR MORE FULL-TIME BACCALAUREATE STUDENTS— CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
116 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 44,100 NUMBER 282 50th 49,200 75th 54,800 MEAN 49,741	25th 36,600 NUMBER 621 50th 40,100 75th 44,000 MEAN 40,490	25th 32,100 NUMBER 456 50th 34,500 75th 37,400 MEAN 34,977	25th 25,500 NUMBER 16 50th 27,600 75th 32,600 MEAN 28,684
	FACULTY WITHOUT DOCTORATE	25th 42,600 NUMBER 50 50th 47,400 75th 54,200 MEAN 47,675	25th 32,600 NUMBER 457 50th 36,200 75th 39,700 MEAN 36,532	25th 27,300 NUMBER 1572 50th 29,700 75th 32,400 MEAN 30,091	25th 23,900 NUMBER 878 50th 25,700 75th 27,900 MEAN 25,966
82 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 44,900 NUMBER 232 50th 49,500 75th 55,000 MEAN 50,354	25th 36,700 NUMBER 466 50th 40,100 75th 44,000 MEAN 40,677	25th 32,400 NUMBER 351 50th 34,600 75th 37,700 MEAN 35,237	25th 27,000 NUMBER 11 50th 27,800 75th 31,000 MEAN 28,864
	FACULTY WITHOUT DOCTORATE	25th 44,700 NUMBER 41 50th 51,500 75th 54,200 MEAN 49,516	25th 32,900 NUMBER 320 50th 36,400 75th 39,700 MEAN 36,809	25th 28,000 NUMBER 1174 50th 30,100 75th 32,700 MEAN 30,554	25th 24,400 NUMBER 646 50th 25,700 75th 27,800 MEAN 26,226
14 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 41,000 NUMBER 26 50th 49,300 75th 55,000 MEAN 49,118	25th 35,300 NUMBER 79 50th 40,000 75th 45,000 MEAN 39,850	25th 31,300 NUMBER 65 50th 33,700 75th 36,500 MEAN 34,124	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 34,400 NUMBER 59 50th 38,200 75th 42,500 MEAN 38,518	25th 25,200 NUMBER 186 50th 28,600 75th 31,800 MEAN 28,851	25th 23,200 NUMBER 75 50th 26,900 75th 28,200 MEAN 25,891
20 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,100 NUMBER 24 50th 43,100 75th 52,000 MEAN 44,492	25th 36,900 NUMBER 76 50th 40,300 75th 44,400 MEAN 40,013	25th 31,000 NUMBER 40 50th 34,000 75th 36,700 MEAN 34,080	25th NUMBER 3 50th 75th MEAN 27,957
	FACULTY WITHOUT DOCTORATE	25th 32,800 NUMBER 7 50th 37,800 75th 41,400 MEAN 36,650	25th 29,500 NUMBER 78 50th 34,000 75th 37,800 MEAN 33,895	25th 24,800 NUMBER 212 50th 28,700 75th 31,000 MEAN 28,612	25th 22,300 NUMBER 157 50th 24,700 75th 27,700 MEAN 24,935

TABLE B13

SCHOOLS WITH 100 OR LESS FULL-TIME MASTER'S STUDENTS—CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
143 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 43,900 NUMBER 357 50th 48,900 75th 54,600 MEAN 49,615	25th 37,300 NUMBER 754 50th 40,500 75th 44,200 MEAN 40,933	25th 32,400 NUMBER 516 50th 34,600 75th 37,700 MEAN 35,130	25th 25,800 NUMBER 18 50th 28,100 75th 31,600 MEAN 29,079
	FACULTY WITHOUT DOCTORATE	25th 41,900 NUMBER 40 50th 46,300 75th 51,700 MEAN 46,429	25th 32,700 NUMBER 535 50th 36,200 75th 39,700 MEAN 36,672	25th 27,600 NUMBER 1835 50th 29,900 75th 32,700 MEAN 30,436	25th 24,400 NUMBER 1084 50th 26,000 75th 28,500 MEAN 26,708
100 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 44,400 NUMBER 281 50th 48,800 75th 53,800 MEAN 49,658	25th 37,200 NUMBER 569 50th 40,300 75th 44,100 MEAN 40,892	25th 32,800 NUMBER 394 50th 34,800 75th 37,800 MEAN 35,312	25th 27,000 NUMBER 12 50th 28,100 75th 30,800 MEAN 28,892
	FACULTY WITHOUT DOCTORATE	25th 42,600 NUMBER 34 50th 47,200 75th 52,000 MEAN 47,420	25th 32,900 NUMBER 394 50th 36,500 75th 39,900 MEAN 37,063	25th 28,100 NUMBER 1340 50th 30,300 75th 33,000 MEAN 30,794	25th 24,400 NUMBER 733 50th 25,700 75th 27,900 MEAN 26,329
21 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 44,800 NUMBER 46 50th 53,500 75th 60,500 MEAN 53,186	25th 37,200 NUMBER 114 50th 40,800 75th 45,000 MEAN 41,384	25th 31,600 NUMBER 85 50th 34,200 75th 36,000 MEAN 34,379	25th NUMBER 3 50th 75th MEAN 30,951
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 32,100 NUMBER 62 50th 35,900 75th 40,700 MEAN 36,922	25th 26,600 NUMBER 248 50th 29,700 75th 33,900 MEAN 30,421	25th 25,000 NUMBER 237 50th 28,300 75th 31,200 MEAN 28,480
22 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,000 NUMBER 30 50th 45,400 75th 51,400 MEAN 43,738	25th 37,800 NUMBER 71 50th 41,200 75th 44,200 MEAN 40,534	25th 31,800 NUMBER 37 50th 35,300 75th 37,800 MEAN 34,912	25th NUMBER 3 50th 75th MEAN 27,957
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 38,082	25th 31,100 NUMBER 79 50th 35,100 75th 37,600 MEAN 34,523	25th 26,300 NUMBER 247 50th 28,700 75th 31,000 MEAN 28,505	25th 23,000 NUMBER 114 50th 25,800 75th 27,800 MEAN 25,467

TABLE B14

SCHOOLS WITH MORE THAN 100 FULL-TIME MASTER'S STUDENTS— CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
15 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 46,300 NUMBER 83 50th 51,500 75th 58,800 MEAN 52,883	25th 37,800 NUMBER 151 50th 40,500 75th 44,600 MEAN 41,639	25th 33,200 NUMBER 144 50th 35,000 75th 37,900 MEAN 35,627	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 49,500 NUMBER 28 50th 54,200 75th 54,200 MEAN 52,272	25th 33,200 NUMBER 47 50th 37,600 75th 40,700 MEAN 37,243	25th 26,800 NUMBER 130 50th 30,500 75th 33,600 MEAN 29,881	25th 24,300 NUMBER 153 50th 26,200 75th 28,000 MEAN 25,848
9 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 47,000 NUMBER 63 50th 51,700 75th 60,300 MEAN 53,739	25th 37,500 NUMBER 93 50th 39,800 75th 43,400 MEAN 41,298	25th 33,400 NUMBER 105 50th 35,100 75th 37,800 MEAN 35,861	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 47,600 NUMBER 24 50th 54,200 75th 54,200 MEAN 51,610	25th 33,000 NUMBER 33 50th 38,300 75th 40,900 MEAN 36,865	25th 21,500 NUMBER 68 50th 30,600 75th 33,500 MEAN 29,068	25th 24,300 NUMBER 87 50th 26,000 75th 28,000 MEAN 25,344
4 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 47,100 NUMBER 15 50th 54,000 75th 61,800 MEAN 54,107	25th 41,900 NUMBER 39 50th 43,900 75th 47,100 MEAN 44,694	25th 34,200 NUMBER 28 50th 36,700 75th 39,300 MEAN 36,615	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 56,250	25th 36,100 NUMBER 10 50th 37,600 75th 42,800 MEAN 39,835	25th 30,100 NUMBER 36 50th 33,100 75th 34,600 MEAN 32,873	25th 23,700 NUMBER 56 50th 26,500 75th 28,100 MEAN 26,382
2 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,800 NUMBER 5 50th 38,000 75th 40,300 MEAN 38,416	25th 34,100 NUMBER 19 50th 37,800 75th 40,000 MEAN 37,040	25th 27,800 NUMBER 11 50th 31,200 75th 32,700 MEAN 30,886	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 4 50th 75th MEAN 33,879	25th 25,700 NUMBER 26 50th 26,800 75th 29,500 MEAN 27,865	25th 25,200 NUMBER 10 50th 26,800 75th 29,900 MEAN 27,229

TABLE B15

SCHOOLS WITH STUDENTS IN DOCTORAL PROGRAMS IN NURSING— CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
36 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 46,000 NUMBER 219 50th 50,100 75th 56,700 MEAN 52,053	25th 37,300 NUMBER 378 50th 40,300 75th 44,200 MEAN 41,051	25th 32,700 NUMBER 310 50th 34,800 75th 37,400 MEAN 35,268	25th 27,300 NUMBER 9 50th 30,100 75th 33,300 MEAN 30,364
	FACULTY WITHOUT DOCTORATE	25th 44,200 NUMBER 21 50th 47,700 75th 52,100 MEAN 48,582	25th 33,200 NUMBER 139 50th 36,600 75th 40,700 MEAN 37,570	25th 27,500 NUMBER 488 50th 29,500 75th 32,100 MEAN 30,249	25th 24,800 NUMBER 470 50th 26,600 75th 28,900 MEAN 27,270
23 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 45,700 NUMBER 180 50th 49,400 75th 55,400 MEAN 51,085	25th 36,700 NUMBER 270 50th 39,500 75th 43,300 MEAN 40,413	25th 33,000 NUMBER 214 50th 35,000 75th 37,700 MEAN 35,522	25th 27,300 NUMBER 5 50th 29,200 75th 31,800 MEAN 29,461
	FACULTY WITHOUT DOCTORATE	25th 43,200 NUMBER 18 50th 48,100 75th 52,800 MEAN 48,645	25th 33,200 NUMBER 115 50th 36,600 75th 40,500 MEAN 37,519	25th 27,600 NUMBER 325 50th 29,400 75th 31,500 MEAN 29,986	25th 24,500 NUMBER 241 50th 25,700 75th 27,400 MEAN 26,084
11 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 49,500 NUMBER 38 50th 55,000 75th 64,800 MEAN 57,012	25th 38,300 NUMBER 98 50th 42,600 75th 46,900 MEAN 43,151	25th 32,200 NUMBER 84 50th 34,400 75th 36,900 MEAN 35,058	25th NUMBER 4 50th 75th MEAN 31,494
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 33,400 NUMBER 23 50th 36,200 75th 42,300 MEAN 37,596	25th 28,000 NUMBER 143 50th 30,400 75th 33,500 MEAN 31,221	25th 25,300 NUMBER 222 50th 28,100 75th 30,900 MEAN 28,560
2 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 35,100 NUMBER 10 50th 38,100 75th 41,500 MEAN 37,689	25th 28,500 NUMBER 12 50th 31,700 75th 34,700 MEAN 32,207	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th NUMBER 1 50th 75th MEAN	25th 25,200 NUMBER 20 50th 26,000 75th 29,000 MEAN 27,585	25th 25,400 NUMBER 7 50th 26,900 75th 29,800 MEAN 27,226

Appendix I

Background to the IDS Survey

Appendix I

Background to the IDS Survey

What was tentatively titled a Data Bank was officially launched by AACN late in 1978. The purpose of the project was to develop a database to support policy research and decision making for the organization. Early on, priority was placed on the development and refinement of the salary survey. Since 1979 the report series has consisted of three components: salaries of full-time nursing faculty, salaries of nursing deans, and salaries of faculty in administrative positions. The third report, on salaries of administrative faculty, was routine until 1984 when it was placed on an alternating year schedule. This third report is available in the 1985-86 series.

In 1982, requests from AACN members led to the production of a report on enrollment and graduations that would accompany the salary reports. The following year, concern over a possible shift in enrollment resulted in an analysis of institutional data for four years in order to identify trends. This four-year analysis plan has been continued as the standard format.

A brief summary of the content of the four reports in the 1985-86 series is presented:

Salaries of Nursing Faculty. The report on faculty salaries summarizes the data in a section called Facts in Brief, followed by an explanation of the survey methods and a discussion of the data. Each table shows four faculty ranks; doctoral preparation; and three types of institutional status: public, private/ secular, and private/religious. Tables presenting the mean and median salaries are calculated by academic and calendar year. Data are presented by region and by status as a university, four-year college, and/or academic health center. One set of tables is formatted by school size, and a separate table is produced for doctoral programs. Sample questionnaires and a list of participants are included.

Salaries of Nursing Deans. The report on nursing deans and their mean salaries is presented on both academic and calendar year bases. Comparisons of average salaries are made by institutional control and type, academic health centers, deans continuing in office, type of program, faculty size, type of doctorate, title, rank, tenure, length of term, and years of experience. Sample questionnaires and participating schools are given.

Salaries of Administrative Faculty. This report, last published in 1984, summarizes data received on faculty members other than deans who have administrative functions in the school. Salaries are reported by academic and calendar year bases and region, as well as by institutional control, size of faculty, and title of position. Sample questionnaires and a list of participating member schools are included.

Enrollment and Graduations. This report compares data from the most recent four years' surveys on enrollment and graduations. Student categories are generic, RN, master's, and doctoral. Respondent schools are also compared by region, institutional type, and full- or part-time status of students. Participating members and sample questionnaires are included.

Appendix II

Sample Survey Forms

American Association of Colleges of Nursing

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1985–86 AACN SURVEY
INSTITUTIONAL DATA

Name of School _____

Address of School _____

1. Your institution is: (please check one)
   Public _____ Private (secular) _____ Private (religious) _____
2. Your school of nursing is part of an academic health center: (See definition on reverse. Please check one.)
   yes, same campus _____ yes, separate campus _____ yes, separate city _____ no _____
3. Your school of nursing is part of: (please check one)
   A university _____ A four-year college _____
   Other _____ (Specify) _____
4. The salary basis for nursing faculty is: (please check one)
   Academic year _____ Calendar year _____ Mixed _____ (See instructions on reverse)
5. Number of nursing faculty: Full-time ☐☐☐ Part-time ☐☐☐ (See instructions on reverse)
6. Categories of students:
   baccalaureate
   generic _____
   RN _____
   masters _____
   doctoral _____
   assoc. degree _____ If you have an associate degree program, see instructions on reverse.
7. Availability of **special programs** for college graduates from other fields who are not registered nurses. (Check whatever applies.)
   _____ Leading to a baccalaureate in nursing
   _____ Leading to a master's in nursing.
   _____ No such programs are available. (See instructions on reverse.)

Questions 8 and 9 relate to **generic programs only**

8. In your school, when does a generic student become a nursing student? (Please check one. Do not include prenursing students.) Freshman year _____ Sophomore year _____ Junior year _____
9. When is the **first course** taught by **nursing faculty**?
   Non-clinical: Freshman year _____ Sophomore year _____ Junior year _____
   Clinical: Freshman year _____ Sophomore year _____ Junior year _____
10. Enrollment and graduation data:
    Please leave no blanks. Fill unneeded blocks on the left with zeros.

Count only nursing students in the spaces below.

		Fall 1985 Full-time Students	Fall 1985 Part-time Students	1984-85 Graduations During 1984-85 Academic Year
Baccalaureate:	Generic	☐☐☐☐	☐☐☐☐	☐☐☐☐
	R.N.	☐☐☐☐	☐☐☐☐	☐☐☐☐
Graduate:	Masters	☐☐☐☐	☐☐☐☐	☐☐☐☐
	Doctoral	☐☐☐☐	☐☐☐☐	☐☐☐☐

Signature of Dean or Director _____

Please add complete phone number here _____

INSTRUCTIONS FOR INSTITUTIONAL DATA

2. Academic Health Center: As defined by the Association of Academic Health Centers (AAHC), an academic health center is "an institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program" - in our case nursing. Each health school generally maintains separate identity and autonomy.

4. Salary Basis: If some faculty are paid on an academic year basis while others are paid for the calendar year, e.g., assistant deans, please check "mixed." It will not be necessary for you to do conversions as AACN's system does this automatically. An academic year begins with the opening of the fall term and ends with Commencement. A calendar year salary implies an 11 month commitment with a month of paid vacation.

5. Faculty: Full-time: Include all nurses with regular faculty appointments in your school even though their salaries may be paid from a number of funds.

   Part-time: Include all nurses who hold a faculty appointment and receive some compensation from the school of nursing but are not considered full-time faculty. Do not include adjunct faculty unless they receive some compensation as above. Please give the number of individuals - not FTE.

6. Associate Degree Programs: This survey is intended to collect data on programs at the level of the baccalaureate degree and higher degrees. If you also have an associate degree program, please do not include the associate degree students when answering the enrollment questions. Do not include faculty who teach only in the associate degree program. Faculty who teach in both programs should be counted as part-time in question 5.

7. This question applies only to schools which offer a modified and/or accelerated program for this type of student. Such students should be included in enrollment and graduations in question 10.

10. Full-time or Part-time Students: Please use your own institution's definition of these for both baccalaureate and graduate students.

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1985–86 AACN FACULTY SALARY SURVEY

School Name _____

Page_____ of _____ pages

This left hand section is optional, for school use only. Separate and discard, before returning to AACN, to insure confidentiality.

List All Full-time Nursing Faculty

NAMES	DEGREE LEVEL (Circle only one number)		FACULTY RANK (Circle only one number)					SALARY BASIS (Circle only one number)		SALARY	Line Number
	Doctoral	Non-doctoral	Professor	Associate Professor	Assistant Professor	Instructor	Other	Academic Year	Calendar Year		
	1	2	1	2	3	4	5	1	2	___,___	01
	1	2	1	2	3	4	5	1	2	___,___	02
	1	2	1	2	3	4	5	1	2	___,___	03
	1	2	1	2	3	4	5	1	2	___,___	04
	1	2	1	2	3	4	5	1	2	___,___	05
	1	2	1	2	3	4	5	1	2	___,___	06
	1	2	1	2	3	4	5	1	2	___,___	07
	1	2	1	2	3	4	5	1	2	___,___	08
	1	2	1	2	3	4	5	1	2	___,___	09
	1	2	1	2	3	4	5	1	2	___,___	10
	1	2	1	2	3	4	5	1	2	___,___	11
	1	2	1	2	3	4	5	1	2	___,___	12
	1	2	1	2	3	4	5	1	2	___,___	13
	1	2	1	2	3	4	5	1	2	___,___	14
	1	2	1	2	3	4	5	1	2	___,___	15
	1	2	1	2	3	4	5	1	2	___,___	16
	1	2	1	2	3	4	5	1	2	___,___	17
	1	2	1	2	3	4	5	1	2	___,___	18
	1	2	1	2	3	4	5	1	2	___,___	19
	1	2	1	2	3	4	5	1	2	___,___	20
	1	2	1	2	3	4	5	1	2	___,___	21
	1	2	1	2	3	4	5	1	2	___,___	22
	1	2	1	2	3	4	5	1	2	___,___	23
	1	2	1	2	3	4	5	1	2	___,___	24
	1	2	1	2	3	4	5	1	2	___,___	25

INSTRUCTIONS ON REVERSE SIDE

GENERAL INSTRUCTIONS FOR FACULTY SALARY SURVEY

1. DESIGN OF FORM: This form, consisting of two sections, is provided as a convenience to the school while completing the questionnaire. The names section on the left should be separated and discarded before returning the right section to AACN; AACN has no wish to know the names of faculty in association with salaries. All that the respondent will need to complete the form is a list of full-time nurse faculty with degree, rank, salary basis and salary. Do not include full-time non-nurse faculty members who are carried on your budget.

2. PURPOSE: This form is for the collection of salaries and related data on all full-time nursing faculty except the dean. Salaries for acting deans should be included. See separate questionnaire for the Dean/Director.

3. DEGREE LEVEL: Circle only one number for each faculty member.

4. FACULTY RANK: Circle only one number for each faculty member. Individuals not having a faculty appointment should not be included on the report at all. If a school uses non-standard faculty ranks internally, please assign individuals to the nearest (of the four standard ranks) on this form if there is a reasonably close equivalent. Use "Other" only for those faculty (e.g., lecturer, research associate, assistant instructor) who have faculty status but do not fit one of the four standard ranks, e.g., an assistant instructor does not receive the same salary as an instructor. In the case of "Others", please add a check or asterisk after the line number on the far right of the sheet. Then identify their actual titles by line number at the bottom of the page.

5. SALARY BASIS: Circle only one number for each faculty member. Use academic year for faculty paid on a 9 month or 10 month basis; use calendar year for faculty paid on an 11 month or 12 month basis.

6. SALARY: Enter exact salary to nearest whole dollar. Use current fiscal year compensation figures (fall of 1985). When a full-time nursing faculty member's salary is derived partly from another school or administrative unit within the total institution, please combine all compensation and report only one total. The salary reported should reflect the total amount before any deductions are made (for tax sheltered annuities, contributions to retirement funds, life or health insurance, etc.).

7. PAGES: Each sheet is designed for listing 25 faculty. Please number additional pages consecutively.

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1985–86 AACN SURVEY
DEAN/DIRECTOR: SALARY AND RELATED INFORMATION

Name of school _____

Address of school _____

1. TITLE: (check one)

   Dean_____ Director_____ Chair_____ Acting Dean_____ Other_____(specify)
   (an acting dean need not complete the remainder of the questionnaire, but please return the form with item 1 completed.)

2. RANK: (check one) Prof. _____ Assoc. Prof. _____ Asst. Prof. _____ No Rank _____

3. TENURE: (academic) yes _____ no _____

4. TERM: (administrative) Is it a policy of your institution for deans to be appointed for a specific term of more than one year?
   Terms generally are renewable. (check one)
   No fixed term_____ 2 yr_____ 3 yr_____ 4 yr_____ 5 yr_____ 6 or more yr_____

5. Does institutional policy call for a **formal** review of a dean's performance at the conclusion of a specific term, e.g., 5 years? (check one)

   Yes, internal within the institution _____

   Yes, internal and external _____

   No _____

6. ELECTION: Is it the policy of your institution for deans to be elected by the faculty? yes_____ no_____

7. SALARY [ ][ ][ ][ ][ ] (current fiscal year salary rounded to nearest dollar). The salary reported should reflect the total amount before deductions are made for tax-sheltered annuities, the dean's own contribution to retirement funds, life insurance, etc.

8. SALARY BASIS: (check one) Academic year _____ Calendar year _____

9. TIME IN DEANSHIP: Present school [ ][ ] years. Other school(s) [ ][ ] years.

10. Service on the State Board of Nursing (check one)

    Dean/Director presently is a member _____

    A faculty person is a member_____

    No member from the school _____

11. HIGHEST DEGREE (check only the highest earned degree)
    Doctorate
    D.N.S. or D.N.Sc. _____ Ed.D._____ Ph.D. _____ (specify field) _____
    D.P.H. or DR.P.H. _____ other _____ (specify field)_____
    Masters
    Nursing _____ other _____ (specify field) _____

12. OTHER ADMINISTRATIVE TITLES:

    Do you hold another administrative title in addition to dean/director/chairperson of the school of nursing (the title checked in question 1)?
    (check one) yes _____ no _____

    If yes, please specify the title(s) _____
    _____
    _____

13. Did your institution grant an honorary degree to a nurse during the 1984-85 academic year? (check one) yes _____ no _____

    If yes, please supply name of honoree _____

Signature of Dean or Director _____

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1985–86 AACN ADMINISTRATIVE SALARY SURVEY

Completion of the Administrative Salary Survey is optional. If it is completed, it should include all full-time nursing faculty with major administrative responsibility. Do not include administrators who hold no academic rank. Whether it is completed or not, nursing faculty with administrative responsibility should be included on the Faculty Salary Survey forms.

List below the administrative titles (not the names) of faculty who carry major administrative responsibility.	DEGREE LEVEL (Circle only one number)		FACULTY RANK (Circle only one number)					SALARY BASIS (Circle only one number)		SALARY	Line Number
	Doctoral	Non-doctoral	Professor	Associate Professor	Assistant Professor	Instructor	Other	Academic Year	Calendar Year		
	1	2	1	2	3	4	5	1	2	___,___	01
	1	2	1	2	3	4	5	1	2	___,___	02
	1	2	1	2	3	4	5	1	2	___,___	03
	1	2	1	2	3	4	5	1	2	___,___	04
	1	2	1	2	3	4	5	1	2	___,___	05
	1	2	1	2	3	4	5	1	2	___,___	06
	1	2	1	2	3	4	5	1	2	___,___	07
	1	2	1	2	3	4	5	1	2	___,___	08
	1	2	1	2	3	4	5	1	2	___,___	09
	1	2	1	2	3	4	5	1	2	___,___	10
	1	2	1	2	3	4	5	1	2	___,___	11
	1	2	1	2	3	4	5	1	2	___,___	12
	1	2	1	2	3	4	5	1	2	___,___	13
	1	2	1	2	3	4	5	1	2	___,___	14
	1	2	1	2	3	4	5	1	2	___,___	15
	1	2	1	2	3	4	5	1	2	___,___	16
	1	2	1	2	3	4	5	1	2	___,___	17
	1	2	1	2	3	4	5	1	2	___,___	18
	1	2	1	2	3	4	5	1	2	___,___	19
	1	2	1	2	3	4	5	1	2	___,___	20

Notes or questions: Please refer to line number.

Appendix III

Participating Schools

Report on Salaries of Nursing Faculty
Schools Participating by Region and Sponsorship

NORTH ATLANTIC STATES

Public

Bloomsburg University
Bloomsburg, Pennsylvania
City College of CUNY
New York, New York
Felician College
Lodi, New Jersey
Herbert H. Lehman College of CUNY
Bronx, New York
Hunter College of CUNY-Bellevue
New York, New York
Indiana University of Pennsylvania
Indiana, Pennsylvania
Jersey City State College
Jersey City, New Jersey
Kean College of New Jersey
Union, New Jersey
Pennsylvania State University
University Park, Pennsylvania
Rhode Island College
Providence, Rhode Island
Rutgers, The State University
Newark, New Jersey
SUNY/Binghamton
Binghamton, New York
SUNY/Buffalo
Buffalo, New York
SUNY/College at Brockport
Brockport, New York
SUNY/College of Arts & Sci.
Plattsburgh, New York
SUNY/College of Technology
Utica, New York
SUNY/Downstate Medical Center
Brooklyn, New York
SUNY/Stony Brook
Stony Brook, New York
SUNY/Upstate Medical Center
Syracuse, New York
Temple University
Philadelphia, Pennsylvania
Trenton State College
Trenton, New Jersey
University of Connecticut
Storrs, Connecticut
University of Delaware
Newark, Delaware
University of Lowell
Lowell, Massachusetts
University of Massachusetts
Amherst, Massachusetts
University of Massachusetts-Boston
Boston, Massachusetts
University of New Hampshire
Durham, New Hampshire
University of Rhode Island
Kingston, Rhode Island
University of Southern Maine
Portland, Maine
University of Vermont
Burlington, Vermont
Worcester State College
Worcester, Massachusetts

Private (Secular)

Adelphi University
Garden City, New York
Alfred University
Alfred, New York

Private (Secular)

Allentown Coll St. Francis
Center Valley, Pennsylvania
Boston University
Boston, Massachusetts
Colby-Sawyer College
New London, New Hampshire
College of Mount St. Vincent
Riverdale, New York
College of New Rochelle
New Rochelle, New York
Columbia Univ., Teachers College
New York, New York
Columbia University
New York, New York
Curry College
Milton, Massachusetts
D'Youville College
Buffalo, New York
Daemen College
Amherst, New York
Hartwick College
Oneonta, New York
Howard University
Washington, D.C.
Husson Coll/Eastern Maine Med Ctr
Bangor, Maine
Long Island University-Brooklyn
Brooklyn, New York
Long Island University-Greenvale
Greenvale, New York
MGH Inst. of Health Professions
Boston, Massachusetts
Mercy College
Dobbs Ferry, New York
Monmouth College
West Long Branch, New Jersey
Nazareth College of Rochester
Rochester, New York
New York University
New York, New York
Northeastern University
Boston, Massachusetts
Pace University
Pleasantville, New York
Quinnipiac College
Hamden, Connecticut
Russell Sage College
Troy, New York
Simmons College
Boston, Massachusetts
Syracuse University
Syracuse, New York
Thomas Jefferson University
Philadelphia, Pennsylvania
University of Hartford
West Hartford, Connecticut
University of Pennsylvania
Philadelphia, Pennsylvania
University of Pittsburgh
Pittsburgh, Pennsylvania
University of Rochester
Rochester, New York
Widener University
Chester, Pennsylvania
Wilkes College
Wilkes Barre, Pennsylvania
Yale University
New Haven, Connecticut
York College of Pennsylvania
York, Pennsylvania

NORTH ATLANTIC STATES

Private (Religious)

Atlantic Union College
South Lancaster, Massachusetts
Boston College
Chestnut Hill, Massachusetts
College Misericordia
Dallas, Pennsylvania
Dominican College of Blauvelt
Orangeburg, New York
Duquesne University
Pittsburgh, Pennsylvania
Fairfield University
Fairfield, Connecticut
Georgetown University
Washington, D.C.
La Roche College
Pittsburgh, Pennsylvania
Lycoming College
Williamsport, Pennsylvania
Messiah College
Grantham, Pennsylvania
Molloy College
Rockville Centre, New York
Neumann College
Aston, Pennsylvania
Niagara University
Niagara University, New York
Sacred Heart University
Bridgeport, Connecticut
Saint Peter's College
Jersey City, New Jersey
Seton Hall University
South Orange, New Jersey
St. Anselm College
Manchester, New Hampshire
St. Francis College
Loretto, Pennsylvania
The Catholic University of America
Washington, D. C.
Thiel College
Greenville, Pennsylvania
University of Scranton
Scranton, Pennsylvania
Villa Maria College
Erie, Pennsylvania
Villanova University
Villanova, Pennsylvania
Waynesburg College
Waynesburg, Pennsylvania

MIDWESTERN STATES

Public

Ball State University
Muncie, Indiana
Chicago State University
Chicago, Illinois
Cleveland State University
Cleveland, Ohio
Eastern Michigan University
Ypsilanti, Michigan
Ferris State College
Big Rapids, Michigan
Fort Hays State University
Hays, Kansas
Governors State University
University Park, Illinois
Grand Valley State College
Allendale, Michigan
Indiana State University
Terre Haute, Indiana
Indiana University
Indianapolis, Indiana
Kent State University
Kent, Ohio
Medical College of Ohio
Toledo, Ohio
Metropolitan State University
St. Paul, Minnesota
Michigan State University
East Lansing, Michigan
Northeast Missouri State Univ.
Kirksville, Missouri
Northern Illinois University
DeKalb, Illinois
Northern Michigan University
Marquette, Michigan
Oakland University
Rochester, Michigan
Ohio State University
Columbus, Ohio
Ohio University
Athens, Ohio
Purdue University
West Lafayette, Indiana
Saginaw Valley State College
University Center, Michigan
South Dakota State University
Brookings, South Dakota
Southern Illinois University
Edwardsville, Illinois
Univ. Minnesota/Sch. Public Health
Minneapolis, Minnesota
University of Akron
Akron, Ohio
University of Cincinnati
Cincinnati, Ohio
University of Illinois
Chicago, Illinois
University of Iowa
Iowa City, Iowa
University of Kansas
Kansas City, Kansas
University of Michigan
Ann Arbor, Michigan
University of Minnesota
Minneapolis, Minnesota
University of Missouri
St. Louis, Missouri
University of Missouri
Columbia, Missouri
University of Missouri
Kansas City, Missouri
University of Nebraska
Omaha, Nebraska
University of North Dakota
Grand Forks, North Dakota
University of Wisconsin
Eau Claire, Wisconsin
University of Wisconsin
Milwaukee, Wisconsin
University of Wisconsin
Madison, Wisconsin
University of Wisconsin
Oshkosh, Wisconsin
Washburn University of Topeka
Topeka, Kansas
Wayne State University
Detroit, Michigan
Wichita State University
Wichita, Kansas
Wright State University
Dayton, Ohio
Youngstown State University
Youngstown, Ohio

MIDWESTERN STATES

Private (Secular)

Aurora University
Aurora, Illinois
Bellin College of Nursing
Green Bay, Wisconsin
Bishop Clarkson
Omaha, Nebraska
Bradley University
Peoria, Illinois
Case Western Reserve University
Cleveland, Ohio
Columbia College of Nursing
Milwaukee, Wisconsin
Concordia College-West Suburban College
Oak Park, Illinois
Deaconess College of Nursing
Warrensburg, Missouri
George Williams College
Downers Grove, Illinois
Northwestern University
Chicago, Illinois
Ohio Wesleyan University
Delaware, Ohio
Rush University
Chicago, Illinois
Union College
Lincoln, Nebraska

Private (Religious)

Alverno College
Milwaukee, Wisconsin
Ashland College
Ashland, Ohio
Augustana College
Sioux Falls, South Dakota
Avila College
Kansas City, Missouri
Bethel College
St. Paul, Minnesota
Capital University
Columbus, Ohio
Cedarville College
Cedarville, Ohio
College of Mount St. Joseph
Mount St. Joseph, Ohio
College of St. Scholastica
Duluth, Minnesota
Creighton University
Omaha, Nebraska
DePaul University
Chicago, Illinois
Edgewood College
Madison, Wisconsin
Elmhurst College
Elmhurst, Illinois
Goshen College
Goshen, Indiana
Graceland College
Lamoni, Iowa
Grand View College
Des Moines, Iowa
Hope/Calvin Colleges
Holland, Michigan
Illinois Wesleyan University
Bloomington, Illinois
Indiana Central University
Indianapolis, Indiana
Lewis University
Romeoville, Illinois
Loyola University
Chicago, Illinois
Luther College
Decorah, Iowa
Madonna College
Livonia, Michigan
Marion College
Marion, Indiana
Marquette University
Milwaukee, Wisconsin
Marycrest College
Davenport, Iowa
Marymount College of Kansas
Salina, Kansas
Mennonite College of Nursing
Bloomington, Illinois
Mercy College of Detroit
Detroit, Michigan
Millikin University
Decatur, Illinois
Nazareth College
Nazareth, Michigan
North Park College
Chicago, Illinois
Otterbein College
Westerville, Ohio
Saint Olaf College
Northfield, Minnesota
St. Louis University
St. Louis, Missouri
St. Mary of the Plains College
Wichita, Kansas
St. Mary's College
Notre Dame, Indiana
St. Xavier College
Chicago, Illinois
The College of St. Catherine
St. Paul, Minnesota
Trinity Christian College
Palos Heights, Illinois
University of Evansville
Evansville, Indiana
Ursuline College
Pepper Pike, Ohio
Valparaiso University
Valparaiso, Indiana
William Jewell College
Liberty, Missouri

SOUTHERN STATES

Public

Alcorn State University
Natchez, Mississippi
Arkansas State University
State University, Arkansas
Armstrong State College
Savannah, Georgia
Auburn University
Auburn University, Alabama
Auburn University at Montgomery
Montgomery, Alabama
Bowie State College
Bowie, Maryland
Central State University
Edmond, Oklahoma
Clemson University
Clemson, South Carolina
Columbus College
Columbus, Georgia
Coppin State College
Baltimore, Maryland
Corpus Christi State University
Corpus Christi, Texas
Delta State University
Cleveland, Mississippi

SOUTHERN STATES

Public

East Carolina University
Greenville, North Carolina
East Tennessee State University
Johnson City, Tennessee
Eastern Kentucky University
Richmond, Kentucky
Eastern Mennonite College
Harrisonburg, Virginia
Florida A & M University
Tallahassee, Florida
Florida Atlantic University
Boca Raton, Florida
Florida International University
North Miami, Florida
Florida State University
Tallahassee, Florida
George Mason University
Fairfax, Virginia
Georgia College
Milledgeville, Georgia
Georgia Southern College
Statesboro, Georgia
Georgia State University
Atlanta, Georgia
Jacksonville State University
Jacksonville, Alabama
James Madison University
Harrisonburg, Virginia
Louisiana State University
New Orleans, Louisiana
Medical College of Georgia
Augusta, Georgia
Medical University of South Carolina
Charleston, South Carolina
Memphis State University
Memphis, Tennessee
Mississippi University for Women
Columbus, Mississippi
Murray State University
Murray, Kentucky
Nicholls State University
Thibodaux, Louisiana
Norfolk State University
Norfolk, Virginia
North Carolina A&T University
Greensboro, North Carolina
North Carolina Central University
Durham, North Carolina
Northeast Louisiana University
Monroe, Louisiana
Northern Kentucky University
Highland Heights, Kentucky
Northwestern Oklahoma State Univ.
Alva, Oklahoma
Northwestern State University
Shreveport, Louisiana
Prairie View A & M University
Houston, Texas
Radford College
Radford, Virginia
Southeastern Louisiana University
Hammond, Louisiana
Southern University-Baton Rouge
Baton Rouge, Louisiana
Southwestern Oklahoma State Univ.
Weatherford, Oklahoma
Tennessee State University
Nashville, Tennessee
Tennessee Tech. University
Cookeville, Tennessee
Texas Tech University
Lubbock, Texas
Texas Woman's University
Denton, Texas
Towson State University
Baltimore, Maryland
Troy State University
Troy, Alabama
Univ. of Arkansas Coll. of Nursing
Little Rock, Arkansas
Univ. of Arkansas at Pine Bluff
Pine Bluff, Arkansas
Univ. of North Carolina-Wilmington
Wilmington, North Carolina
Univ. of Southwestern Louisiana
Lafayette, Louisiana
Univ. of Tennessee-Chattanooga
Chattanooga, Tennessee
University of Alabama
Birmingham, Alabama
University of Alabama
Huntsville, Alabama
University of Alabama-Tuscaloosa
University, Alabama
University of Central Arkansas
Conway, Arkansas
University of Florida
Gainesville, Florida
University of Kentucky
Lexington, Kentucky
University of Louisville
Louisville, Kentucky
University of Maryland
Baltimore, Maryland
University of Mississippi
Jackson, Mississippi
University of North Alabama
Florence, Alabama
University of North Carolina
Charlotte, North Carolina
University of North Carolina
Greensboro, North Carolina
University of North Carolina
Chapel Hill, North Carolina
University of North Florida
Jacksonville, Florida
University of Oklahoma
Oklahoma City, Oklahoma
University of Puerto Rico
San Juan, Puerto Rico
University of South Alabama
Mobile, Alabama
University of South Carolina
Spartanburg, South Carolina
University of South Carolina
Columbia, South Carolina
University of South Florida
Tampa, Florida
University of Southern Mississippi
Hattiesburg, Mississippi
University of Tennessee
Memphis, Tennessee
University of Tennessee
Knoxville, Tennessee
University of Texas-Arlington
Arlington, Texas
University of Texas-Austin
Austin, Texas
University of Texas-El Paso
El Paso, Texas
University of Texas-Galveston
Galveston, Texas
University of Texas-Houston
Houston, Texas
University of Texas-San Antonio
San Antonio, Texas
University of Texas-Tyler
Tyler, Texas

SOUTHERN STATES

Public

University of Virginia
Charlottesville, Virginia
Valdosta State College
Valdosta, Georgia
Virginia Commonwealth University
Richmond, Virginia
Virginia State University
Petersburg, Virginia
West Texas State University
Canyon, Texas
West Virginia University
Morgantown, West Virginia
Western Kentucky University
Bowling Green, Kentucky
Winston Salem State University
Winston Salem, North Carolina

Private (Secular)

Brenau College
Gainsville, Georgia
Duke University
Durham, North Carolina
Hampton University
Hampton, Virginia
Johns Hopkins University
Baltimore, Maryland
Shenandoah College & Conservatory
Winchester, Virginia
The University of Tulsa
Tulsa, Oklahoma
Tuskegee University
Tuskegee, Alabama
University of Miami
Miami, Florida
Vanderbilt University
Nashville, Tennessee

Private (Religious)

Barry University
Miami Shores, Florida
Baylor University
Dallas, Texas
Bellarmine College
Louisville, Kentucky
Bethune-Cookman College
Daytona Beach, Florida
College of Notre Dame of Maryland
Baltimore, Maryland
Columbia Union College
Takoma Park, Maryland
Emory University
Atlanta, Georgia
Gardner-Webb College
Boiling Springs,North Carolina
Harding University
Searcy, Arkansas
Incarnate Word College
San Antonio, Texas
Lenoir-Rhyne College
Hickory, North Carolina
Lynchburg College
Lynchburg, Virginia
Marymount College of Virginia
Arlington, Virginia
Mercer University
Atlanta, Georgia
Mississippi College
Clinton, Mississippi
Mobile College
Mobile, Alabama
Oral Roberts University
Tulsa, Oklahoma
Queens College
Charlotte, North Carolina
Spalding University
Louisville, Kentucky
Texas Christian University
Fort Worth, Texas
William Carey College
New Orleans, Louisiana

WESTERN STATES

Public

Arizona State University
Tempe, Arizona
California State College
Bakersfield, California
California State University
Los Angeles, California
California State University
Sacramento, California
California State University
Long Beach, California
Idaho State University
Pocatello, Idaho
Intercoll. Ctr. for Nursing Ed.
Spokane, Washington
Lewis-Clark State College
Lewiston,Idaho
Montana State University
Bozeman, Montana
Northern Arizona University
Flagstaff, Arizona
Oregon Health Sciences University
Portland, Oregon
San Diego State University
San Diego, California
San Jose State University
San Jose, California
University of Alaska
Anchorage, Alaska
University of Arizona
Tucson, Arizona
University of California
San Francisco, California
University of California
Los Angeles, California
University of Colorado
Denver, Colorado
University of Hawaii at Manoa
Honolulu, Hawaii
University of Nevada-Reno
Reno, Nevada
University of New Mexico
Albuquerque, New Mexico
University of Northern Colorado
Greeley, Colorado
University of Southern Colorado
Pueblo, Colorado
University of Utah
Salt Lake City, Utah
University of Washington
Seattle, Washington
University of Wyoming
Laramie, Wyoming
Western Washington University
Bellingham, Washington

WESTERN STATES

Private (Secular)

University of Southern California
Los Angeles, California
Westminster College
Salt Lake City, Utah

Private (Religious)

Azusa Pacific University
Azusa, California
Brigham Young University
Provo, Utah
Grand Canyon College
Phoenix, Arizona
Linfield College
Portland, Oregon
Loma Linda University
Loma Linda, California
Seattle University
Seattle, Washington
University of Portland
Portland, Oregon
University of San Diego
San Diego, California
University of San Francisco
San Francisco, California

Appendix IV

Regional Map

North
Atlantic
States
Midwestern States
Western States
Southern States